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ABSTRACT

This report to Congress describes the women in development programs, projects, and activities undertaken by the Agency for International Development (AID) during the period from 1978 through 1980. Information is provided concerning AID cooperation and support on preparations for the United Nations Decade for Women Copenhagen Conference. Presented next are texts of papers from the conference, dealing with such issues as women-headed households, jobs in rural industry and services, women in forestry, women in international migration, programing for women and health, women's employment in developing nations, and formal and nonformal education for women. Outlined next are AID projects/activities in the following areas: the AID central bureau, Africa, Latin America/the Caribbean, Asia, and the Near East. A series of conclusions and recommendations are made concerning the development of strategies to increase women's participation in the social, economic, and political spheres of life in developing nations. Included among these are calls for reducing burdens on women of tasks traditionally performed by them in the home, counteracting factors that keep females out of schools and training centers, creating new employment and occupational mobility opportunities for women, and ensuring women's participation in and access to primary health care. (MN)

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WOMEN IN DEVELOPMENT

ED212895

1980 Report

to the
Committee on Foreign Relations
United States Senate
and the
Committee on Foreign Affairs
United States House of Representatives

Office of Women in Development
Bureau for Program and Policy Coordination
Agency for International Development
International Development Cooperation Agency
Washington, D.C. 20523

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UNITED STATES INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
AGENCY FOR INTERNATIONAL DEVELOPMENT
WASHINGTON D C 20523

OFFICE OF
THE ADMINISTRATOR

FEB 10 1981

The Honorable George Bush
President of the United States Senate
United States Senate
Washington, D. C. 20510

Dear Mr. President:

In accordance with the request of the U.S. Senate Committee on Foreign Relations and the U.S. House of Representatives Committee on Foreign Affairs, I am pleased to transmit the 1980 Women in Development report, which updates the report submitted in 1978. This report includes information on the cooperation and support of the Agency for the activities and goals of the United Nations Decade for Women.

The Report will be a useful tool for the Agency. It demonstrates the progress made since the 1978 Report and sets goals for moving Third World women closer to an equal partnership with men in the process of development. We hope it will be a useful source of information for the Congress as well.

Sincerely yours,

Joseph C Wheeler

Joseph C. Wheeler
Acting Administrator

Enclosure: a/s

UNITED STATES INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
AGENCY FOR INTERNATIONAL DEVELOPMENT
WASHINGTON D C 20523

OFFICE OF
THE ADMINISTRATOR

FEB 10 1981

The Honorable Charles Percy
Chairman, Committee on Foreign
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United States Senate
Washington, D. C. 20510

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UNITED STATES INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
AGENCY FOR INTERNATIONAL DEVELOPMENT
WASHINGTON D.C. 20523

OFFICE OF
THE ADMINISTRATOR

FEB 10 1981

The Honorable Thomas P. O'Neill, Speaker
United States House of Representatives
Washington, D. C. 20515

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UNITED STATES INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
AGENCY FOR INTERNATIONAL DEVELOPMENT
WASHINGTON D C 20523

OFFICE OF
THE ADMINISTRATOR

FEB 10 1981

The Honorable Clement Zablocki
Chairman, Committee on Foreign Affairs
United States House of Representatives
Washington, D. C. 20515

Dear Mr. Chairman:

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INTRODUCTION

AGENCY FOR INTERNATIONAL DEVELOPMENT REPORT TO CONGRESS

1980

INTRODUCTION

In 1973, the Congress of the United States, recognizing the fact that "women in developing countries play a significant role in economic production, family support and the overall development process," called for United States bilateral assistance to "be administered so as to give particular attention to those programs, projects and activities which tend to integrate women into the national economies of foreign countries, thus improving their status and assisting the total development effort." (Section 113 of the Foreign Assistance Act of 1961 as amended, the "Percy Amendment.")

In September 1974, the Agency for International Development (A.I.D.) directed all its central and regional bureaus, as well as its overseas missions, to incorporate a "conscious concern" for women in all programming processes from concept and design, through review, implementation and final evaluation. (A.I.D. Policy Determination 60, September 16, 1974.)

Among the principles included in the Agency's statement were the following:

- programs and activities responding to the Percy Amendment are to be a responsibility resting with field missions and with all offices and bureaus in A.I.D./Washington;
- women are to be integrated as both agents and beneficiaries in the mainstream of Agency programming;
- inclusion of women in development must be a conscious concern;
- the mandate affects all sectors and all activities within these sectors.

In October 1974, the Agency established an Office for Women in Development. The Office was charged with the responsibility for implementing Agency policy on women in development and given the authority to plan and execute supporting activities in coordination with geographic bureaus and other central offices. (Progress Report to the Senior Operations Group, June 1976.)

For the first twenty-two months of its existence, the Women in Development Office was part of the Agency's Equal Opportunity Program (EOP) Office. In August 1976, the Office was bureaucratically separated from EOP with an Acting Coordinator. In April 1977, Arvonne Fraser was appointed Coordinator, and the staff was physically separated from EOP and moved to its present location. Under the 1977 Agency reorganization, the Office became part of the Bureau for Program and Policy Coordination.

In 1978, an amendment was added to Section 113 of the Foreign Assistance Act of 1961 requiring that "up to $10 million of the funds made available each fiscal year under this chapter shall be used...to encourage and promote the participation and integration of women as equal partners in the development process in developing countries. These funds shall be used primarily to support activities which will increase the economic productivity and income earning capacity of women." In further explanation of the intended use of these monies, the conference committee of the Senate Foreign Relations Committee and the House Foreign Affairs Committee specified that from this sum should come funds to help with "technical support to Agency for International Development missions to help them implement this section, assistance where appropriate to indigenous women's organizations in developing countries, and dissemination of relevant research findings and data."

In April 1979, the U.S. Senate Committee on Foreign Relations,*indicating "a continuing interest in the role of women in development" and a belief that the consideration of this role "is of fundamental importance to the success of development efforts," requested a report on the women in development activities of the Agency for International Development by the end of calendar year 1980. This report was to update a similar report on Women in Development completed in 1978 and would include:

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*U.S. Senate Committee on Foreign Relations, Report on International Security and Development Cooperation Act of 1980; May 15, 1980, p. 19.

- a description of the efforts and activities of the Agency relating to the mid-term conference on the United Nations Decade for Women
- an outline of the women-in-development goals set by the conference for the remainder of the decade
- an indication of what actions might be taken by the United States to implement these goals.

In reference to this 1980 update, the U.S. House of Representatives, Committee on Foreign Affairs suggested that the report address the following questions:*

- What is the Agency's strategy for implementing Section 113?
- What emphasis is given to developing women-only projects?
- What emphasis is given to increasing the attention to the impact of other projects on women?
- How are women in development concerns integrated with standard Agency procedures, such as project development and review, evaluation, and country strategy review?

This report is designed, as requested by Congress, to describe the women in development program, projects and activities of the Agency since the 1978 Report, including activities relating to the 1980 U.N. Mid-Decade Conference on Women in Copenhagen, the women in development goals set by that conference, and the recommendations for A.I.D. actions to meet those goals. The report has six (6) sections in addition to this introduction:

· background on the UN Decade for Women
· a description of activities and projects related to the Copenhagen conferences
· the activities at and results of Copenhagen and the women in development goals set by that conference
· an update of the projects and activities of the Agency relating to women in development

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*U.S. House of Representatives, Committee on Foreign Affairs, Report on International Security and Development Cooperation Act of 1980; April 16, 1980, p. 34-35.

- a summary and recommendations
- an appendix, including a copy of the Programme of Action and Resolutions adopted at the Copenhagen meeting.

BACKGROUND

The United Nations Commission on the Status of Women was instrumental in establishing 1975 as International Women's Year. In July 1975, at the UN World Conference on the International Women's Year in Mexico City, a World Plan of Action for the Decade for Women was adopted unanimously. In December 1975, the United Nations General Assembly proclaimed 1976 to 1985 as the Decade for Women with the three themes: equality, development and peace. The General Assembly in resolution 3520 (XXX) decided to convene in 1980 a World Conference "to review and evaluate the progress made in implementing the objectives of the International Women's Year and, where necessary, to readjust existing programmes in light of available new data and research."

Unlike the International Women's Year Conference in 1975, for which there was little time to prepare, the preparations for the mid-decade conference were extensive. The Economic and Social Council in resolution 1999 (LX) 12 May 1976 requested the Commission on the Status of Women to consider "different aspects of the preparatory work for the conference, including the agenda." In 1977 resolution 2062 (LXII) ECOSOC requested the Secretary-General of the United Nations to prepare a report outlining a "programme of concrete action" for the second half of the decade. In the same year, a preparatory committee was established to aid the Commission on the Status of Women in the necessary research and organization.

The member nations of the United Nations were instructed to assess the position of women in their countries and the progress made toward the integration of women in their national economies. Using this data from ninety-three governments, the regional commissions met in Paris, New Delhi, Caracas, Lusaka, and Damascus in 1979 to finalize proposals to the conference on programmes for their regions.

Specialized agencies and other United Nations bodies prepared reports for the conference on the progress made in their technical and operational areas toward the objectives for women of the World Plan of Action. Over fifty background documents were prepared for the use of conference participants.

In January 1979, the General Assembly of the United Nations decided on the subthemes for the mid-decade conference, "Employment, Health, and Education," recommending an "emphasis on elaborating action-oriented plans for integrating women into the developmental process, particularly by promoting economic activities and employment opportunities on an equal footing with men, through, inter alia, the provision of adequate health and educational facilities."

The World Conference of the United Nations Decade for Women: Equality, Development and Peace met in Copenhagen, Denmark from 14 to 30 July 1980 with representatives from 145 countries participating. Its Programme of Action for the Second Half of the Decade was adopted by the Conference, but the United States could not vote affirmatively on the entire document. References to Zionism and to providing assistance to Palestinian women "in consultation and cooperation with the P.L.O., the representative of the Palestinian people" caused the United States, as well as Australia, Canada and Israel, to vote "no" on the document at Copenhagen, even though they supported the sections of the program relating to women in development.

A resolution endorsing the Programme of Action came before the Third Committee of the United Nations, which deals with social and humanitarian affairs, on November 6, 1980. The resolution was adopted by a vote of 128 in favor, three opposed, including the United States, Israel and Canada, and seven abstentions. In a paragraph by paragraph vote, the United States also voted specifically against a preambular paragraph reaffirming the Declaration of Mexico and an operative vote endorsing the Programme.

On December 10, 1980, the Programme of Action came before the Fifth Committee of the United Nations, which deals with financial and personnel commitments to programs. The United States representatives cast negative votes here as well, where funds to Palestinian women would necessarily go through the Palestinian Liberation Organization.

In explanation of the United States vote in the Third Committee, Ambassador Joan Spero, U.S. Representative to the Economic and Social Council, made the following statement:

> The negative vote of the United States Delegation on draft resolution A/C.3/35/L.23, Rev. 1 reiterates my Government's concern, disappointment and strenuous objections expressed at the Copenhagen Conference. We continue to object to the language in Paragraph 5 of Part I of the Programme of Action and in the Declaration of Mexico which groups Zionism with other terms of opprobrium such as racism, colonialism and neo-colonialism. Also, while the United States sympathizes with and consistently has contributed to humanitarian assistance for Palestinian refugees, we cannot accept the concept that assistance be provided in consultation with the Palestinian Liberation Organization as stated in Paragraph 224 of the Copenhagen Programme. My Delegation has therefore voted with a heavy heart against draft Resolution L.23, Rev. 1, because it endorsed and reaffirms documents containing these positions.
>
> My Delegation nevertheless wishes to assure the international community of women, that the United States will be unstinting in its support and participation in national and international endeavors aimed at fulfilling the solemn promises enshrined in the objectives of the World Plan of Action adopted by consensus, at the Mexico Conference in 1975.
>
> We will continue to associate ourselves with Part II of the Programme of Action at the national level, which was adopted by consensus at Copenhagen.
>
> Likewise, we will continue our support and cooperation at the international level, as symbolized by our signing of the Convention on the Elimination of All Forms of Discrimination Against Women; our support for the International Research and Training Institute; and our contributions to the success of the Voluntary Fund for the Decade.

COPENHAGEN CONFERENCE

A.I.D. COOPERATION AND SUPPORT ON PREPARATIONS FOR THE

U.N. DECADE FOR WOMEN - COPENHAGEN CONFERENCE

INFORMATION

Beginning in 1979, information on the preparations for the U.N. Decade for Women Conference scheduled for Copenhagen in July, 1980 was circulated throughout the Agency and to the AID missions. The purposes of the Conference were to review the progress made and obstacles encountered in meeting the five-year minimum goals set forth in the World Plan of Action and to draft a programme of action for the second half of the Decade.

The first packet of information sent around included the fact that education, employment and health for women had been selected as the sub-themes for this conference under the overall themes of equality, development and peace which had been set by the International Women's Year Conference in Mexico City in 1975 and reaffirmed by the U.N. General Assembly in establishing the Decade for Women. The mid-term goals set forth in the World Plan of Action, adopted in Mexico City, were to be the basis for the review and appraisal of progress. These goals were included in the first mailing and are set forth in the Appendix of this Report. Earlier, copies of a condensed version of the World Plan of Action in English, Spanish and French had been distributed widely to and by missions and within the development community including to LDC women and to women's organizations represented at Mexico City.

Also included in the first informational mailings was the schedule of regional meetings preceding the world conference. These meetings were held under the auspices of the U.N. Economic Commissions for the particular regions and were to do essentially the same thing as the world conference, except on a regional level, and to build toward the world conference. The purpose of the regional conferences was to look at the progress and obstacles encountered in achieving the minimum objectives of the World Plan of Action and of any regional plan of action for the integration of women in development and to draw up programmes and strategies for 1980-85 in preparation for the Copenhagen Conference. The meeting for the Latin American region (ECLA) was originally scheduled for August, 1979 in Caracas but was postponed to November. The meeting for Africa (ECA) was scheduled for Lusaka in October but was postponed to December. The Economic Commission for Asia and the Pacific (ESCAP) meeting was held as scheduled in November in New Delhi. Information on the meeting for West Asia (ECWA) was not circulated because the U.S. was not expected to support that regional meeting because of PLO participation.

Throughout the year other informational packets were sent to the A.I.D. missions and to selected Washington staff. These packets included copies of U.N. FACTS on preparations for the Conference, issues of the Bulletin from the U.N. Secretariat for the Conference, and of Women 1980, another Secretariat publication. The International Women's Tribune Centre's Newsletter was also sent. It contained information on preparations for the non-governmental public meeting (the NGO FORUM) which was planned to parallel the official U.N. meeting.

Missions were encouraged to pass this information on to LDC women's organizations and women's bureaus and to assist in making sure that women from the less developed countries were able to attend the regional and Copenhagen conferences.

After the regional conferences and the Copenhagen Conference debriefing sessions were held within the Agency and in cooperation with the U.S. Secretariat and the Bureau of International Organizations in the State Department. Copies of the Draft Programme of Action were sent to missions following the Preparatory Committees but preceding the Copenhagen Conference. Following the Conference copies of the Programme of Action and of the

Resolutions adopted at Copenhagen were sent to missions and interested AID/Washington personnel with a cover letter explaining the U.S. vote against the Programme. A section of the PPC/WID Resource Center is devoted to documents associated with the Conference, including background papers developed by the U.S., the U.N. and other governments for the regional and world conferences. The results of the regional conferences have recently been received. These are being summarized and will be distributed to the appropriate missions.

Packets of A.I.D. produced women in development related materials were prepared and distributed to other delegations at Copenhagen and to the donor representatives attending the OECD/DAC ad-hoc donor WID group meetings in Copenhagen. Contained in those packets were:

Women-Headed Households: The Ignored Factor in Development Planning by International Center for Research on Women

Jobs in Rural Industry and Services by Ruth Dixon

Women in Forestry by Marilyn Hoskins

Women in International Migration by Elsa Chaney

The Comparative Functionality of Formal and Non-Formal Education for Women: Final Report by Vivian Lowery Derryck

Programming for Women and Health, Summary, by Patricia Blair

A.I.D. Health Sector Policy Paper

Keeping Women Out: A Structural Analysis of Women's Employment in Developing Countries by International Center for Research on Women

Women's Work in the Third World: Facts, Determining Issues and Recommendations, Summary. by International Center for Research on Women

AGENCY TASK FORCES

In May, 1969 a meeting of WID Officers was held in the Women in Development Office to discuss creation of a Task Force to coordinate and plan A.I.D.'s contribution to and preparations for the Copenhagen Conference and the preliminary regional meetings.

In July, 1979, one year before the Copenhagen Conference, a Task Force was called together to prepare for the 1980 World Conference on the U.N. Decade for Women. Two representatives from each regional and central bureau plus sectoral representatives interested in the sub-theme areas--education, employment and health--were asked to be delegated to serve on the task force by their respective assistant administrators or heads of offices. At the first meeting of the Task Force the regional meetings were discussed. It was pointed out that Mrs. Lucille M. Mair, recently appointed Secretary-General of the Conference, was asking donors for help in preparations for the regional meetings. Women's roles in development was to be the main topic of these regional meetings and the needs expressed by Mrs. Mair included consultants who could help prepare country background papers on women in development topics; money to assure participation of LDC women in the preparatory meetings and in the world conference and publicity on the regional meetings and conferences. A part of the need for background information involved assistance to LDC governments in filling out a questionnaire on the status of women in their countries and the progress made in the first half of the Decade.

The first task force meeting agreed to help on publicity and supported the proposal of the Women in Development Office to assist the U.N. Secretariat in meeting its need for additional resources, provided other donors would also assist. Subsequently, Mrs. Mair came to Washington and met with representatives of the Department of State, the Agency for International Development, HEW and Labor, and elaborated further on the plans for the U.N. Secretariat and the Conference but re-emphasized the needs for the regional activities considered essential for a successful world conference.

In October, 1979, a second Task Force meeting was held to report on activities and to identify and pull together the various elements of A.I.D.'s participation in preparation for the Copenhagen Conference. At this meeting it was announced that Vivian Derryck had been appointed by the State Department to head the U.S. preparations for Copenhagen and that the Agency would be expected to handle the development aspects of that preparation. It was also announced that a $200,000 grant had been given to the U.N. Secretariat mainly for assistance for regional activities in Africa, Latin America and the East Asia and South Pacific regions and a second grant of $99,650 for planning and implementation of the NGO FORUM at Copenhagen, especially for LDC expert participants at the Forum.

A third item on the agenda for that October meeting included discussion of the formation of task force sub-groups around the three themes--education, employment and health--to give advice, discuss the issues, help develop the positions the U.S. might take, and support the writing of background papers on the sub-themes. It was agreed that the employment group should include the question of income generation and economic productivity of LDC women.

It was also agreed that Congress' request for a report at the end of calendar year 1980 spelling out what the Agency had done to prepare for the Conference, what the goals of the Conference were and how the U.S. might help in meeting those goals would provide a focus for the Agency and for the contractors who would assist in the preparations.

Participation in the regional meetings was also discussed as were the preparatory committee meetings schedule.

It was also agreed that two additional items might be considered. These were migration and its effects on LDC women, with special attention to the female headed household, and the role of women's organizations in development.

Finally, the purposes of the Task Force and sub-groups were agreed to be:

1. to provide ideas, suggestions, project information for background papers on the women in development issues through the contractors engaged by PPC/WID--Equity Policy Center and International Center for Research on Women;
2. to review and critique the background papers done by the contractors;
3. to provide ideas, suggestions and information for position papers on women in development issues in the subject areas;
4. to assist in identifying and financing LDC participants active in women in development for attendance at regional and the Copenhagen conferences.

In addition, task force members were to help spread information on and generate interest in the Copenhagen Conference, provide followup within A.I.D. on Decade goals and help integrate WID/Decade subtheme goals into A.I.D. programs and projects and finally, to provide information for the Report to Congress.

After the regional conferences, the Task Force and others in the Agency were invited to debriefing sessions by task force members who attended the regional conferences. Barbara Pillsbury of the Asia Bureau attended the ESCAP meeting in New Delhi and Jane Jaquette of PPC/WID attended the ECLA meeting in Caracas. Joyce Mortimer of REDSO/E Africa in Nairobi was the only A.I.D. representative at Lusaka because of travel restrictions at that particular time. However, Gayla Cook of the A.I.D.-funded African-American Institute's Women in Development project also attended and participated in the debriefing session on the regional meetings held in January. Earlier, Mary Tadesse of the African Research and Training Center on Women (ATRCW) called on the Office of Women in Development and met with members of the Task Force to brief A.I.D. on the preparations for the Lusaka Conference and to seek assistance for the Lusaka meeting.

A fourth meeting of the A.I.D. task force was held on May 30, 1980, to hear a report on the Third Preparatory Committee, discuss the draft Programme of Action, make final comments on the women in development issues raised, and discuss plans for participation in the official and the non-governmental meetings in Copenhagen.

Copies of the Programme of Action and the Resolutions adopted at Copenhagen were sent to all Task Force members. These members were also invited to debriefing sessions following the Conference in Copenhagen.

PREPARATORY COMMITTEES

Following the regional conferences, U.N. Preparatory Committee meetings were held to prepare a Draft Programme of Action. The U.S. was a member of these preparatory committees. A.I.D. was asked to provide talking points and suggestions for the draft programme on women in development issues. A.I.D. responded with the following suggestions:

1. that the double burden of LDC women should be emphasized--work of women in the household and in economically productive activities around and outside the home;
2. that the role of women's organizations in the development process be included in addition to support for women's bureaus or "national machinery;"
3. that training should be emphasized in both the employment sections and the education sections;
4. that income-generation capacity and income-generating opportunities be discussed as well as employment opportunities;
5. that strong emphasis be placed on including the unpaid labor of women in national statistics;
6. that the formation of cooperatives and credit associations for women be encouraged;
7. that women should be given access to technology and technological know-how.

A.I.D. was represented at the Third Preparatory Committee at U.N. headquarters in April by Arvonne Fraser, Coordinator of the Women in Development Office, who served as a member of the U.S. delegation on Committee II dealing with the international section of the draft programme, and as a member of the subcommittee redrafting the section on technical cooperation, training and advisory services. At this preparatory committee meeting the section on research, data collection and analysis was also strengthened to include an action-oriented agenda. (See section on Copenhagen results, item 257 in the Programme of Action.)

PROJECTS FUNDED RELATING TO COPENHAGEN

The Agency funded a set of projects relating to the Copenhagen Conference totalling some $960,000 (see Appendix). $200,000 of this was to assist the U.N. Secretariat with support for the regional conferences. Approximately $100,000 was to support the planning committee and activities for the Non-Governmental Organizations' FORUM (NGO FORUM) and to assure that women from the less developed countries participated in the planning and carrying out of the FORUM's activities. The funds for the NGO FORUM were handled by the U.S. YWCA. The headquarters for the FORUM were in the YWCA building in New York under the direction of Elizabeth Palmer, an American who is the retired executive director of the World YWCA. A third activity directly related to the Copenhagen Conference was the funding of THE EXCHANGE at the NGO FORUM, through the African-American Institute. The purpose of THE EXCHANGE was to provide a series of workshops and events focusing on women and development, supplementing the FORUM activities and helping to meet the unanticipated response to the Copenhagen Conference. This project, and the reporting on the over 70 workshops ultimately held, was funded at approximately $92,000.

A second set of projects was funded to provide background papers on the development aspects of the three themes of the conference--education, employment and health--and on other development issues. This set of projects also involved support for American experts to organize, conduct, or participate in workshops at the FORUM and to conduct interviews on specific women and development issues or projects. The total for this set of projects was approximately $238,000.

A third set of projects involved funding the participation of LDC women experts and leaders of women's organizations from LDC assisted countries. The Overseas Education Fund of the League of Women Voters and the National Council of Negro Women were given $259,500 for this series of activities.

A final project was funded through New TransCentury Foundation for two purposes. One was to set up and maintain a Donor Document Exchange for publications on women in development of the OECD/DAC nation donors. The second was to provide support for a series of meetings of the Ad-Hoc Women in Development group from OECD/DAC nations. This project was funded at $75,700 for one year.

THE FORUM

Following a decision of the Board of the Conference of NGOs in Consultative Status with the Economic and Social Council early in 1979, a Planning Committee for NGO Activities at the World Conference of the UN Decade for Women was established with Elizabeth Palmer.

Participation on the Planning Committee was open to all members of the Conference of NGOs and 34 organizations participated in its work (see Appendix). The Planning Committee met in New York and Geneva during 1979 and early 1980 and decided it would take on two main activities: a Forum to be held at the same time and place as the official U.N. Conference and a newspaper FORUM 80 to be published during the Conference. These activities paralleled the Tribune and its newspaper during the International Women's Year Conference in Mexico City in 1975.

The NGO Forum Planning Committee worked closely with Dr. Lucille Mair, Secretary General for the World Conference and the Conference Secretariat and also with the Foreign Ministry of Denmark and its UN Mission in New York. A coordinating Committee made up of the National Council of Women of Denmark and KULU was established in Copenhagen which took over the job of making the local arrangements. This committee set up an office in Copenhagen with Liss Hansen as coordinator. The success of the Forum relied to a great extent on the cooperation of not only the UN Secretariat and the Government of Denmark, but also the work done in Copenhagen by the Coordinating Committee there.

The NGO Mid-Decade Forum held at the University of Copenhagen, Amager Centre, the Royal School of Librarianship and the Police College attracted over 8,000 people. Organization representatives, delegates, panelists, development workers and other concerned persons represented 128 countries as follows:

REGION	
Africa	245
Asia and the Pacific	836
Middle East	147
Europe excluding Denmark	2097
Denmark	3347
Latin America	357
North America	957
Caribbean	41
	8022

Activities at the FORUM consisted of introductory panel sessions and briefings with simultaneous translation, to orient and inform the participants about activities both at the official UN conference and at the Forum; workshops, seminars and roundtable discussions sponsored and conducted by a variety of groups and organizations; and the newspaper. Some 100 to 150 work groups met daily making well over 1000 workshop sessions during the Forum. Criteria for space for the workshops were that topics had to be of international interest, related to the issues of the conference and have international leadership. VIVENCIA, a section of the Forum sponsored by the International Women's Tribune Center, provided 130 films and slide shows, daily cultural events and a documents and information exchange network booth to assist participants in finding others of similar interests. VIVENCIA and the EXCHANGE also cooperated with the Women in the Arts Festival held in Copenhagen during the second half of July.

The activities of the Press Information Office of the NGO Forum were primarily the distribution of press releases, setting up interviews and giving additional background information from the New York Office and, in Copenhagen, conducting a daily press conference. The Voice of America taped "curtain-raisers" on the Forum in Spanish and in French; WBAI and the United Nations Radio Services taped interviews, and there were a number of local radio and

T.V. broadcasts. In addition, 10,000 copies of press releases written in English, Spanish and French were distributed. In Copenhagen, the Press Office maintained a Press Documents room and another room for the use of radio and television. Through the assistance of volunteers, the Press Office was able to provide assistance throughout the day in Danish and Arabic besides the three official languages and to set up interviews with panelists and other participants, both at the Forum and the UN Conference.

FORUM 80, the eight-page daily newspaper, staffed by an international team of independent journalists, was issued 13 times, each day that the World Conference was in session. The first issue, devoted to the Forum schedule, was printed twice for a total of 10,000 copies. Until the Forum closed, a daily run of 6,000 copies was printed for distribution at the Bella Centre, University, Royal School of Librarianship, Police Academy and six hotels. When the Forum closed, the print order was reduced to 2,800 and the Bella Centre became the main distribution point. All copies were picked up by participants. Copies were free although contributions were encouraged.

The member organizations of the Planning Committee for the NGO FORUM are listed in the Appendix to this Report. A full report on the NGO FORUM is on file in the Women in Development Office and the records of the FORUM are deposited at the International Women's Tribune Center in New York. The total budget of the FORUM was approximately $475,000 of which the A.I.D. contributed approximately $100,000.

THE EXCHANGE

The EXCHANGE was an ad-hoc activity organized expressly for the 1980 World Conference of Women held in Copenhagen and funded through the African-American Institute. The purpose of The EXCHANGE was to ensure that there was an established locale for workshops and discussions on the subject of women and development for participants at the Non-governmental Organization's (NGO's) assembly--the FORUM. Seventy workshops involving over 1,500 women, were eventually held in The EXCHANGE.

The NGO Forum needed a special development-related agenda for several reasons. The purposes of both the U.N. and NGO meetings were much broader than the advancement of women in development. The women who work on development issues recognized that the official U.N. meeting would not be the location for frank discussion and open debate of the initiatives women have taken in development over the past five years. They knew it is in the nature of such meetings that political stances prevail.

Only in the context of small discussion groups is it possible to learn about what has actually been attempted by women--in both government and non-government--in many countries over the past five years. In the context of a global conference, informal settings are the most conducive to enthusiasm and effective action.

In conjunction with The EXCHANGE workshops, a publications program was established to take notes in all of the workshop sessions and write The EXCHANGE REPORT.

A staff of seven reporters took almost 1,000 pages of notes during the workshops which were scheduled every weekday between July 14 and 24 from 10:00 a.m. - 5:00 p.m. These notes will form the basis for The EXCHANGE REPORT, a 12-16 page newspaper-like publication reporting on the most prominent issues and personalities as they emerged in Copenhagen. The REPORT will contain the names and addresses of all participants, reports of the major topics of discussion and implications for the future as they were formulated in The EXCHANGE workshops and interviews. Although the report is designed primarily for those who attended, it will also be distributed to people who were not there but who have an interest in one or another aspect of the subjects discussed. The REPORT is scheduled for publication in January, 1981.

In addition, Ritty Burchfield prepared a full transcription of the notes in a narrative form to be available for scholars and policy-makers. This submission will also contain additional information about the Third World women who convened the workshops and a full list of the women who participated in The EXCHANGE workshops.

At every juncture participation was encouraged and new workshops were added to the schedule every day as interest in certain topics developed or someone was willing to initiate a workshop in an area she knew something about.

The most noteworthy development of this sort was a series of workshops initiated by French-speaking African participants who were frustrated by the lack of translation facilities in most of the NGO Forum workshops and found The EXCHANGE a conducive meeting place for a series of workshops on integrated rural development.

The following is an estimated breakdown by region of the number of participants who attended The EXCHANGE workshops in Copenhagen. These figures were extracted from the sign-up sheets for The EXCHANGE workshops. The 945 figure shown below is not the actual number of participants who attended the workshops. We would estimate that there were approximately 1,500 participants; but a certain percentage of those attending did not sign the sheets and in some cases many of the names were illegible and, therefore, were not included.

Regional Breakdown of Participants Attending The EXCHANGE Workshops at the 1980 World Conference of Women in Copenhagen

Third World (Africa, Pacific, Caribbean, Latin America)	393
United States of America	225
Canada	11
Europe (including Scandinavia)	210
Denmark	93
Other (Australia, Brazil, Japan)	23
	945

BACKGROUND PAPERS AND PROJECTS

This second set of Copenhagen-related projects was to provide background papers, assist the Agency task forces to conduct workshops and interviews with LDC women at Copenhagen and produce followup papers as a result of these activities, all revolving around the topic of LDC women and income generation. The specific subjects of these activities were the themes of the conference--education, employment and health--plus women, energy and technology; rural women and credit; and women's organizations as vehicles for development.

The Equity Policy Center (EPOC), the International Center for Research on Women (ICRW), and four individuals were contracted to carry out these activities. EPOC's activities concerned health, energy and technology, and education and the Asia regional conference. ICRW's activities concerned the employment theme but were expanded to include women's work and income generating activities. They also produced a very well received workshop on the female headed household at the NGO Forum.

Barbara Reno of the World Council of Credit Unions organized a special program at the NGO Forum entitled, "Women Entrepeneurs: Access to Capital and Credit." Two two-hour sessions were held. One involved case study presentations by six entrepeneurs from Kenya, the Philippines, Denmark, Korea, Colombia and the U.S. and the second was on formal and informal sources of credit with short presentations by LDC and U.S. panelists. The program was repeated a second time at the NGO Forum and a videotape documentary was made for future use in training programs. A series of smaller, more informal workshops were also held on some of the problems and questions raised in the main session--revolving loan funds, non-capital needs in starting a business and future steps for women and credit activities. PPC/WID has received a transcript of the main workshop and indepth interviews with the panelists on their credit experiences.

Another topic addressed by the background papers was the subject of women's organizations and their role in national development. Marilyn Hoskins and Katherine Piepmeier were commissioned to do followup papers to an earlier study by Judith Helzner on "Evaluating Small Grants for Women in Development" and to the activities of PPC/WID in this area. During the U.S. conference on IWY at Houston, in 1975, the Women in Development Office sponsored a meeting of representatives of LDC women's organizations and American researchers on the role of women's organizations. This was followed by a series of meetings with representatives of U.S. women's organizations involved in overseas development work such as the Overseas Education Fund, National Council of Negro Women, the church women's organizations and others, Soroptomists, Business and Professional Women, as well as representatives of PVOs with women in development interests. Contacts were made with the international women's organizations involved in development work such as the International Alliance of Women (IAW) in London, the Associated Country Women of the World (ACWW), the World Association of Girl Guides and Girl Scouts (WAGGGS) in London and the International Council of Women (ICW) in Paris, the International Union of Family Organizations (IUFO) in Paris and the World YWCA in Geneva.

In late September, 1979, a conference on "The Role of Women's Organizations in Development" was held in Washington at the Dupont Plaza Hotel which combined a meeting of the WID ad hoc committee of OECD/DAC nations with the women's organizations conference. The results of that conference were published and distributed to attendees and other in the development community.

The first of Hoskins' papers looked at issues concerned with the potential of women's organizations to act not only as project implementors but also as coordinators or intermediaries in an effort to reach grass roots women. She pointed out that women's groups can be divided into user groups, whose services are designed to benefit their own members, and intermediary groups, whose programs are directed at women outside their own membership. User groups would be the focus of a development project; intermediary women's groups could be used to channel funds, training and technical assistance to the user groups thus becoming the intermediaries between the large donor agencies and the small local organizations. Directing assistance toward women's user groups has a ramifying impact that projects directed at individuals cannot match. New knowledge and skills may be imparted to the individual but at far greater cost than doing so through groups. Also, people learn self-reliance when they work together in groups to identify and solve problems. There is powerful developmental potential when individuals and groups understand that they can control their own destinies and solve their own problems through their own efforts.

Indigenous intermediary women's groups have the advantage of being more familiar with the local circumstances and can follow through on the long term effects of a project better than an expatriate NGO or PVO. Indigenous groups may need help in gaining administrative experience but their management of a project will likely have a developmental impact on the indigenous intermediary group as well. Hoskins paper concludes with recommendations for carrying out the two-pronged approach of working on local women's specific projects while also focusing on the WID implications of larger, more generalized programs.

Piepmeier's paper explored the possibilities for strengthening the capacity of LDC women's groups and indigenous non-governmental organizations as a development resource. Working with and through such groups is only one part of the action necessary to increase the participation of women on an equal basis with men. While women's organizations cannot provide the whole answer to the problems faced by women in developing countries today, they can form a valuable part of an overall strategy. Before their potential can be realized, however, securing greater political commitment for their support at all levels is necessary as is examining the policies and procedures of donor agencies in relation to the needs of women's groups and the ways in which they operate and finding the means of providing assistance which will build up their capacity as development resources. Her paper explores some of the issues and problems inherent in development work through women's groups and makes suggestions for action. Piepmeier recommended that the next phase include discussions between selected representatives of intermediaries working with local women's groups, regional or national collaborative institutions working in WID and donor agencies to devise specific action programs. At the same time, increased documentation of development activities of existing women's groups should be encouraged.

Piepmeier and Hoskins were funded, as part of their projects, to attend the Copenhagen Conference NGO Forum and to interview LDC women representing women's organizations. They assisted with the donor-women's organizations meetings sponsored by A.I.D. as well. Hoskins produced a second paper, as a result of these interviews, on "Women's Participation in Income Generating Activities" which should also form the basis of further activities in this area. The Hoskins, Helzner and Piepmeier papers have been circulated among the OECD/DAC donor nations WID representatives and will form the basis for discussion at the Paris meeting in January. Item 2 on the agenda for that meeting, as a followup to Copenhagen, is the role of women's organizations and national machineries for women in the development process.

Pat Kutzner, of the World Hunger Education Service, was funded to attend the NGO Forum in Copenhagen as a followup to the NGO activities at the World Conference on Agrarian Reform and Rural Development held in Rome in July 1979. Kutzner interviewed LDC women at the NGO Forum on questions affecting rural women and produced a paper "Communicating on the Needs of Rural Women." She noted that one of the effective roles of the Women in Development Officer in A.I.D. missions often is to maintain ties with local women's organizations and government officials interested in rural women's needs and activities in the LDCs.

The International Center for Research on Women (ICRW) wrote papers on employment as background for the conference. A task force, with representatives from PPC, PDC, and DSB, met periodically with staff from ICRW. In addition, a network of individuals in the Agency who were working on the employment issue held a series of informal seminars to discuss the ICRW papers and related topics, particularly informal sector employment.

The first paper, "The Productivity of Women in Developing Countries; Measurement Issues and Recommendations," reviews the range of serious problems in measuring female "labor force" participation and suggests means of improving them. One important issue reviewed here is the measurement of household production. Conventional labor force measures undercount female participation, particularly in agriculture where women's employment is part-time or seasonal, often unpaid, and where there are often cultural biases against reporting (or biases of the census recorder in observing) such roles for women.

Under-reporting has the effect of causing policy-makers to ignore women's roles in agriculture, which in turn means that programs and projects are not geared to reach women and give them access to production inputs from extension assistance to credit.

On the urban side, women's employment is still viewed as supplemental to male employment in the family, which also has policy effects, particularly in employment and training programs. In both rural and urban areas, the number of female headed households is on the increase, due in large measure to migration. Thus, as ICRW argues,

> Family structures can no longer provide women with economic protection, as they did in the past...(A) growing rate of urbanization, surplus in the labor population, and internal and international migration have restructured the economic reality in which women and men function. This restructuring has given rise to households headed de facto by women who are often responsible for their own and their children's welfare.

The second paper, "Keeping Women Out: A Structural Analysis of Women's Employment in the Developing Countries," looks not only at the supply side, where much of the conventional concern about women's employment has focussed, but on the demand side. In other words, it is not just a question of whether women want or are available to work--many more women are interested in work than can be employed. Some restrictions on the demand for female labor are due to *de jure* or *de facto* discrimination arising out of protective legislation, sex stereotyping of jobs, and patterns of job training, recruitment and promotion. There are also structural constraints:

> Structural forces such as high male unemployment, the introduction of technology into the productive process, capital intensive development policies, among others, impose restrictions on the aggregate level of demand for women workers in developing countries. Most of these restrictive factors are generated by forces intrinsic to the process of economic modernization. They are, nevertheless, amenable to policy intervention.

The third and fourth papers ("Bringing Women In: Towards a New Direction in Occupational Skills Training for Women" and "Limits to Productivity: Improving Women's Access to Technology and Credit") are concerned with the search for solutions.

ICRW agrees that the most basic issues are literacy and "numeracy" because "the vast majority of adult rural and urban poor women have not received sufficient formal education to function economically in a modernizing society." Lack of even the most basic education relegates women to the lowest paid jobs in the secondary labor market.

Training programs themselves have tended to reinforce sex segregated jobs, and women are caught in a vicious circle of being told they cannot apply for work in certain areas because they lack the training from which they have been previously barred or discouraged. Solutions to this problem, which is largely but not completely a problem of the modern, formal sector, include the establishment of special training programs based on market demands, opening up vocational training programs to both sexes, and enhancing recruitment efforts. The ICRW paper also argues that in-service training programs should be promoted.

The fourth paper, "Limits to Productivity: Improving Women's Access to Technology and Credit" is relevant to agriculture and to small scale employment. The ICRW paper noted that "women and technology has become a vital issue because women are not able to demand, access and implement new technologies, but are left employing the same technologies and methods they have been for decades." The reason for this is the dual nature of the economy--the formal urban sector and the cash crop agricultural sector have access to new technologies; the informal sector and rural and subsistence activities in general have less access to new technology. And, as women's work is undervalued, there is little attention to the productive potential of domestic technologies. Effective demand for new technology is low, not only because information levels are low, but because incomes are marginal. Increasing productivity through new technology thus requires access to credit, the ICRW paper argues.

Data shows that women throughout the world have limited access to formal credit markets, including government and government supported cooperative credit programs. They rely instead on informal credit, sometimes through women's credit associations, but often arrange small loans from friends and/or relatives, often at high rates of interest. Credit is one of the clearest examples of the need for deliberate effort in designing delivery systems. Social restrictions on activity outside the domestic sphere, illiteracy, lack of familiarity with banking procedures, the amount of time involved in arranging a loan, and lack of the required forms of collateral all work against women's access to existing credit systems.

For technology, ICRW has proposed such steps as curriculum changes which will encourage women to enter science and technology fields, the monitoring of women's technological needs and a technology extension service to develop and disseminate new technologies that reduce women's work burdens in the home or increase productivity in tasks such as crop drying and food processing. Industries should be provided with sufficient financial incentives to encourage in-service training. Intermediate technologies should not increase women's work burdens. Finally, the effect on women of the introduction of capital intensive technologies should be studied.

Credit access depends on the larger issue of the weakness of financial markets in the LDCs. Credit should be directed to those economic activities in which women already have experience and for the commercialization of home production. Innovative strategies for pooling women's resources and seeking alternative forms of collateral must be sought, the ICRW paper concludes.

The Equity Policy Center (EPOC) paper "Programming for Women and Health" formed the basis for discussion within the Agency and at Copenhagen and at a Health Policy Conference sponsored by DSB during the year.

The fact that women are beneficiaries of most health projects results from the emphasis on maternal and child health, nutrition, and family planning where women's roles are central. The International Conference on Primary Health Care, held in Alma Ata, U.S.S.R. in 1978, called for primary health care services for all, but emphasized maternal and child care. A similar concern is reflected in A.I.D.'s Health Sector Policy Paper which was issued in 1980. It gives "highest priority to programs designed to provide basic primary health care to those most affected by ill-health; children under five and women in their childbearing years, especially in rural areas."

EPOC's paper provides a perspective on women's health beyond women's roles as bearers and nurturers of children. Using data from the World Fertility Survey which shows that seventy percent of the women of childbearing age in Latin America and Asia are neither pregnant nor lactating, it is argued that maternal and child care programs "are not necessarily appropriate for more than two-thirds of the women in these countries."

Many women, and particularly poor women, suffer under the double burden of needing to be economically productive in the support of their families plus performing child care and household duties. Women cannot perform these duties well unless they are in good health. They need to acquire health skills if they are to care for themselves and their families, to take active roles as agents of development rather than just as beneficiaries of services. Women with an understanding of such things as good nutrition and hygiene are able to take better advantage of existing health care facilities.

In listing the health problems of women, EPOC cites "chronic malnutrition as perhaps the most important health problem affecting women in developing countries. It affects women at each stage in their lives, but most severely once they start bearing children." An explanatory factor to this condition is that "by custom almost everywhere, women and girls tend to eat last and least of whatever is available to the family while they continue to carry heavy workloads." Women are also at greater risk from common diseases partly because they care for sick family members, from diseases of the reproductive tract, from mental stress and from violence in the home, according to EPOC. These are issues related to women's roles and to their low status in society, but ones which have been largely ignored when focusing on women in their childbearing roles.

On the issue of fertility, EPOC points out that "childbearing, its prevention, and its consequences, are the leading causes of death for women between 15 and 45 in many developing countries. And though modern contraceptive techniques are not without risk, uncontrolled fertility is, statistically, many times riskier."

EPOC cites modernization in the Third World as causing women as well as men higher risk from the careless use of pesticides and fungicides in agriculture and contact with toxic substances and accidents related to machine use in industry.

To enable women to care better for their own health needs and those of their families, EPOC makes three recommendations:

- Expand the number of women in decision-making positions. Women should be trained and employed at all levels of health programming. Care should be taken not to impose voluntary labor expectations on already overburdened women.

- Make better use of women's organizations, both grass roots and voluntary. The impetus for starting some of the oldest and best organized groups was health related--homemaking, family planning, clean water supplies, etc.
- Recognize women's needs for time and money in order to be able to follow desirable new health practices. Combine such projects as income generation for women with improving family nutrition.

EPOC also produced a series of short papers on women and education including a followup paper "The Education and Training Sector at Copenhagen" and an analysis of the A.I.D. education and human resource development projects with an impact on women. The final report of Vivian Derryck's series of papers on women and education commissioned earlier by PPC/WID was distributed at Copenhagen to official delegates and others.

Finally, EPOC produced a report on energy and technology at Copenhagen which is being sent to missions and distributed to interested persons in AID/W and the development community. It also produced a memo on the activities of the Asian Pacific Center for Women and Development and a paper on "Women and Energy: Program Implications" by Irene Tinker.

It should be noted that the papers produced as background for Copenhagen served multiple purposes as noted throughout this document and also will serve as resource material for AID/W programmers, missions and the development community through the PPC/WID Resource Center.

DONOR MEETINGS

The grant to New TransCentury Foundation included provision for assisting PPC/WID in setting up a series of meetings of women in development representatives from OECD/DAC nations which give foreign assistance to the less developed countries. Three meetings were held in Copenhagen. Countries with representatives at these meetings included Belgium, Federal Republic of Germany, Sweden, Norway, Australia, France, Britain, Denmark, Netherlands, and Finland. Austria indicated interest in the meetings but was unable to attend. Representatives of the Ford Foundation, the World Bank and the OECD Development Center also attended. Fraser of PPC/WID chaired the meetings, having been designated informal chair at the earlier Washington meeting of the group.

The first two meetings were for official WID representatives from OECD/DAC nations to discuss common interests and problems. Discussion at these meetings centered on integrating women into the larger development projects such as the agriculture rural development projects which each donor funds. It was agreed that this should be the main topic for a future session of the group. One paper in particular was cited as a very useful study: *The Nemow Case: Studies on the Impact of Large Scale Development Projects for Women* by Ingrid Palmer which had been distributed by A.I.D. to all the WID representatives. It was further agreed that efforts should be made to set up a meeting at OECD/DAC headquarters in Paris during January or February, 1981, at which this topic and others would be discussed.

A second item for discussion was donor assistance to and experience with women's bureaus and with women's organizations in the less developed countries. Sweden agreed to present the results of an evaluation at the next meeting of an African women's association they had supported. Others agreed that discussion of support for LDC women's bureaus and organizations would be another topic for a future meeting. Sweden noted that it had a new program through which funds could be channeled directly to assist women's organizations in special program countries. Denmark indicated their women's program concentrated on education and health and that they channel funds to women's organizations through their own Danish NGOs. The Federal Republic of Germany cited some publications it had available including studies of women in the Yemen Arab Republic, Sudan, Upper Volta, Mali and Ecuador. It was agreed that informal information sharing and exchange of ideas on women in development policy and programming was valuable to each representative present and that the ad hoc group which had been meeting since 1975 should become more formalized. Fraser of the U.S. was requested to try to set up the DAC meeting. It was further agreed that selected members of the ad hoc group would meet with representatives of LDC women's organizations at a later time during the Copenhagen Conference.

Marilyn Richards of New TransCentury Foundation, in cooperation with The EXCHANGE, FORUM and Overseas Education Fund and National Council of Negro Women representatives, set up such a meeting on a subsequent evening in a Danish Women's Center in Copenhagen. Three rooms were filled to standing room only capacity with the participants divided by room according to language--English, French and Spanish. Donor representatives described their programs and then answered questions from LDC women. A frank, sometimes critical, discussion ensued with the need for mechanisms to get small amounts of money to the grass roots level emphasized again and again, and the difficulty of convincing either donor missions or LDC host governments that women's projects should enjoy a very high priority also being noted. LDC groups asked for assistance in meeting the paperwork requirements of donor organizations, especially when dealing with illiterate local groups. One suggestion was that tape recorders be provided to allow for spoken rather than written reports. Many agreed that informal, frank interchanges between donors and recipient groups were essential to viable women in development programming and that the FORUM provided an invaluable service by allowing for exchange of experiences, information and networking between individuals and groups from developing and industralized nations.

PARTICIPANTS FUNDED

A.I.D. missions, the regional bureaus and the Women in Development Office cooperated in a joint project to bring Third World women to Copenhagen. Most of them participated in the NGO FORUM and as observers and experts for the governmental meeting. The participants funded were women active in development projects or programs in their own countries and one of the criteria for selection was that they would both bring expertise to the conference and be able to take back information, contacts and expertise gained to use with a wider audience upon their return home. The women funded included educators, lawyers, health workers, labor leaders, businesswomen and youth workers. All of them were active in women's organizations or women's bureaus in their home countries. The project was jointly funded by regional bureaus and the Office of Women in Development with the Overseas Education Fund of the League of Women Voters handling travel, housing and logistical arrangements for some LDC women and the National Council of Negro Women handling these arrangements for African women. Both the NCNW and the OEF also arranged symposia and workshops to orient the women to the FORUM and to facilitate exchange of information and experience among and between the LDC participants.

Overseas Education Fund-sponsored participants and activities included:

- 10 women from Africa, Asia, Latin America, the Caribbean, and the Pacific, with whom OEF had worked on development projects;
- 30 additional women from Asia Latin America, the Caribbean, and the Middle East, nominated by Missions of U.S.A.I.D.;
- 2 symposia and 6 workshops for the NGO Forum; and
- a display of reports, studies and "how-to" materials at the NGO Forum.

The National Council of Negro Women and the Overseas Education Fund also assisted in the organization, in Copenhagen, of a series of development oriented workshops at the FORUM, in The EXCHANGE.

The National Council of Negro Women supported 20 African women nominated by A.I.D. missions to attend the NGO Forum. They represented the Sahel, east, west, and southern Africa. While their professional backgrounds varied, i.e., officers of women's organizations, educators, trainers, government administrators, all were involved in human resource training and development planning. The majority had never actively participated in an international conference, although a few had attended as observers. In addition to the regularly scheduled meetings, they participated in impromptu meetings at churches, recreation centers, and at the FORUM and EXCHANGE. Several expressed surprise to learn that American and European women share the same social problems as African women, especially unemployment. They felt the conference was of special relevance as issues were discussed at all levels making it possible for everyone to voice an opinion. Estimating that their audiences range from 300 to 1,000 men and women, the participants agreed on the importance of using all available media resources to share knowledge gained from the conference when they returned home. Unfortunately, participation of the French speakers was seriously limited as interpretors were not always available. However, the French speakers were very vocal whenever the opportunity arose for simultaneous translations. (The NCNW's assistant coordinator was fluent in French).

During the ten-day seminar NCNW held three workshops. The first workshop addressed the issue, "Obstacles Hindering Women's Total Involvement in Development." Although there have been some changes women are still struggling to actively participate in decision-making. One woman noted that although plans have been made to increase women's participation in development, superstition, taboos, and outmoded customs hinder progress. The importance of women organizing into effective political action groups in order to jointly address their priorities was again emphasized. She felt that already women's organizations through their leadership training courses had been successful in providing opportunities for women to develop strategies to solve critical economic and social problems.

The second workshop session focused on "Measures to Alleviate Hunger." A Botswana women pointed out the direct relationship between the decline in agricultural productivity and the migration patterns that left older people behind. Another explained her government's policy of mobilizing everyone to participate directly or indirectly in food production. She focused on the role of peasant farmers since they contribute over 80% of the food production in the country. Several plans have been introduced to survey the nutritional status of children and provide supplemental feeding programs.

The most common obstacles cited were: problems of distributing food grown in rural areas to the urban areas, inadequate budgets, infrequent follow-up activities.

The topic of the third workshop was "Obstacles to Education and Training". One representative outlined ways in which women were being trained and educated to assume new roles. Specialized schools for commercial and service job training have been created. Increasingly large numbers of women are being recruited into the health and education sectors of the civil service.

One participant cited cultural traditions, preconceived ideas, stereo-type distinctions and excessive differentiation between the roles of men and women as the primary obstacles to women's access to education.

Other obstacles to education and training most frequently mentioned throughout the conference were:

- lack of labor-saving devices
- frequent childbirth
- poor communication systems for rural women
- lack of marketing facilities to support income-generating activities
- long distances to walk to school
- grandpartents are no longer available as childcare resources
- lack of child care facilities

A list of participants funded by A.I.D. through OEF and NCNW is found in the appendix.

RESULTS OF COPENHAGEN

Despite international politics, the Copenhagen Conference of the United Nations Decade for Women moved women in development a giant step forward. From July 14-30, 136 governments were represented by 1183 delegates--men as well as women--at Copenhagen to consider the progress made and obstacles encountered in meeting the five-year minimum goals which had been set for the Decade for Women at the Mexico City Conference in 1975. These goals revolved around women's education, employment and health. The conference was also tasked with drafting a programme of action for the second half of the Decade and to consider and develop special measures of assistance for Palestinian women, women under apartheid in southern Africa, and women refugees the world over.

It was the references to zionism and to providing assistance to Palestinian women "in consultation and cooperation with the P.L.O., the representative of the Palestinian people" that caused the U.S., along with Australia, Canada, and Israel, to vote no on the Programme of Action, even though the second part of that program dealing with national strategies had been unanimously adopted by consensus.

The Programme is divided into three parts: (1) historical perspective and conceptual framework; (2) national targets and strategies for full participation of women in economic and social development, and (3) a programme of action at the international and regional levels.

The historical perspective part sets forth three reasons for women's current secondary status throughout the world. The first is that it is a result of an historical division of labour based on women's childbearing function. The second is the development argument, put forth by some governments for political reasons. It states that "inequality of women in most countries stems to a very large extent from mass poverty and general backwardness of the majority of the world's population caused by underdevelopment which is a product of imperialism, colonialism, neo-colonialism and also of unjust international economic relations." (12)** The third argument is that there is no adequate historical explanation but that "The unfavorable status of women is aggravated in many countries, developed and underdeveloped, by de facto discrimination on the grounds of sex." (12) Whatever the historical explanation, it was agreed that "while women's childbearing function and their traditional nurturing roles are respected, in many countries there has been little recognition of women's actual or potential contribution to economic activity." (14) Women's productive roles have been ignored while their reproductive roles have been seen as central.

Reviewing progress during the first half of the Decade, the conference concluded that new "constitutional and legislative provisions"..are not always matched by adequate enforcement measures or machinery." (19) Also, "the current world economic crisis has contributed to the worsening situation of women in general." (27) Especially noted are increasing illiteracy rates in some areas, increased unemployment and inappropriate transfers of technology which may have worsened employment and health conditions of women in some areas.

NATIONAL STRATEGIES

As noted earlier, this part of the Programme was adopted by consensus. It is an internationally agreed upon outline and strategy for increasing women's opportunities. It calls upon governments to "explicitly state their firm commitment to...accelerating the equal and full participation of women in economic and social development (48)" and calls for the elimination of "existing inequalities."

**The numbers in the parantheses following quotations refer to the numbered paragraphs in the Programme of Action.

The National Strategies opens by stating:

> "The improvement of the status of women requires action at the national, local and family levels. It also requires a change of men's and women's attitudes towards their roles and responsibilities in society. The joint responsibility of men and women for the welfare of the family in general and the care of their children in particular must be reaffirmed." (47)

Guidelines for national development plans and policies are set forth and although there is heavy reliance on government to solve women's problems, this conference, in contrast to the Mexico City meeting, recognized the need for women's organizations to work with the national machinery (women's bureaus, commissions and ministries). One whole section and numerous references are devoted to the role of non-governmental organizations, a coup for western and other democratic nations who have frequently pointed to the utility of private voluntary organizations operating as both cooperators with and consciences for governments.

Some paragraphs referring to the role of non-governmental organizations follow:

> 101. Governments should take account of the activities of non-governmental organizations and...organizations, institutions and other associations concerned with the welfare and status of women.
>
> 102. Governments should recognize the importance of the role of women's organizations, encourage and assist them and provide them with financial and other assistance, particularly at the grass-roots level, to enable them to perform their functions which include activities such as:
>
> (a) The mass mobilization of women and, in particular, poor women in rural and urban areas;
>
> (b) The provision of development services and facilities...
>
> 103. Governments should also:
>
> (c) Consider the role and resources of non-governmental groups in the implementation of international, regional and national plans for improvement of women's conditions.
>
> 104. Non-governmental organizations should support governmental efforts by:

> (a) Investigating the problems of different groups of women;
>
> (b) Assisting and promoting organizations of women at the grass-roots level, especially those established among poor and uneducated women, to promote learning and productive and other developmental activities;
>
> (c) Providing liaison services for such groups with educational and other development agencies;
>
> (d) Promoting attitudinal change among men and women;
>
> (e) Promoting solidarity among women's groups;...
>
> (i) Promoting public acceptance of family planning, including sex education;
>
> (j) Informing their members of government policies and development plans as well as the international standards and programmes for improving the situation of women.

Grass-roots organizations are also encouraged:

> 105. ...Governments and agencies on other levels should, where appropriate, promote the establishment of grass-roots organizations of women as an integral part of their over-all development efforts and should provide adequate financial and personnel resources for such efforts to succeed. Such grass-roots organizations of women will serve as forums for women to develop self-reliance and will eventually enable women to obtain real access to resources and power and to shoulder greater socio-economic and political responsibilities within their communities and their societies.

The national strategies section also sets forth specific objectives and priority areas for action in health, education and employment and then adds seven priority areas requiring special attention: food, rural women, child care, migrant women, unemployed women, women who alone are responsible for their families (the female headed household) and young women.

The section opens with two statements:

> 106. The objectives and priority areas of action for improving the employment, health and education status of women in every country have to be promoted within the over-all context of national planning and development for the whole population. Improvement in the condition of women in these areas is also

> instrumental in the development of the country.... Recognition of this interrelated nature of the programmes is essential if their effectiveness is to be maximized...
>
> 107. The programmes should also invariably include measures for building the capacities of women themselves by their training and information programmes and by their organizing themselves, with the assistance of Government and other socio-political forces, to make full use of new opportunities, policies and programmes.

HEALTH

The portion of the National Strategies section devoted to health gives strong support to the concepts of primary health care. A number of paragraphs set forth the need for women's education and training for participation in health work at all levels from the family and community to national policy making positions. This section deals with the total health needs of women--nutrition, prevention and treatment of disease (including sexually transmitted diseases), health education, mental health, and relief from overwork.

Objectives were set forth in the health section:

> 141. To improve the physical and mental health of all members of society through:
>
> (a) An improvement in the health status of girls and women, as a necessary aspect of over-all socio-economic development;
>
> (b) Forumlation of demographic policies;...
>
> (d) The increased participation of women and men, not only as beneficiaries but also in the formulation and implementation of policy decisions regarding health at community and national levels;...
>
> (f) The development of policies and programmes aimed at the elimination of all forms of violence against women and children and the protection of women of all ages from the physical and mental abuse resulting from domestic violence, sexual assault, sexual exploitation and any other form of abuses.

Family planning and its importance in safeguarding women's health is recognized. Ten paragraphs in the Programme of Action address the importance of the man's joint responsibilities with the woman's in child rearing, family planning and household chores. The special health needs of adolescent girls also are recognized with the recommendation that sex education and an understanding of family planning be included in school curricula for both girls and boys. Concern is also expressed about occupational safety as related to women and research to provide more information on how certain hazards may affect women in their reproductive roles is called for. A number of statements detail the need for more data collection and research into appropriate indicators of women's health, and the monitoring of health programs to ensure that women's health needs are adequately met. The special health needs of elderly women, adolescent and disabled women are noted and a reference to female circumcision is made in the statement:

> 162. Prevent mutilation practices which damage women's bodies and health.

Finally, the document recognizes that health care cannot stand alone without improvement in other sectors. Linkages are made between food production and nutrition; between women's income and their ability to care for their families; and between women's education and the use of family planning.

EDUCATION

Education was recognized by the organizers and participants at the Copenhagen Conference as an essential element in bettering women's position in the world. The section on education and training starts off with the first objective being:

> 165. To provide equal access to educational and training opportunities at all levels of all types for girls and women in all sectors of society, thus enabling them fully to develop their personalities and to participate on an equal footing with men in furthering the socio-economic aims of national planning and to achieve self-reliance, family well-being and improve the quality of life.

Other objectives include:

> 166. ...abolishing traditional stereotypes of men's and women's roles and stimulating the creation of new and more positive images of women's participation in the family, the labour market and in social and public life.
>
> 167. ...educational programmes...for non-violence, mainly with regard to relationships between women and men....
>
> 169. ...innovative programmes...which stimulate creative development, promote the right to freedom and develop the ability to communicate for the eradication of illiteracy....upgrading functional skills and basic information about employment and health-related matters as well as ... political, economic and social rights....
>
> 172. to...promote participation of women in science and technology through education and training in these fields.

In the priority areas for action,literacy is noted in the first item:

> 174. Education, specifically literacy, being a key to national development and a major requisite for improving the status of women, efforts should be made to establish targets for the abolition of differentials in the literacy and educational attainment rates for girls and boys within over-all national efforts to increase literacy and education for the whole population.

Other key provisions are:

> 175. To promote national educational accreditation and equivalency programmes designed to encourage the return of women and girls who have dropped out....
>
> 176. Promote education programmes for children, particularly those of pre-school age, as well as young people, aimed at strengthening women's contribution to society....
>
> 178. Provide new formal and extracurricular education to enable women to combine their household duties with the opportunity to improve their educational level.
>
> 179. Encourage, through legislation, free and compulsory education for girls and boys at the primary level, with the provision of assistance to establish co-education when possible. Provide trained teachers of both sexes and, if necessary, transportation and boarding facilities.
>
> 180. Increase the enrolment of female students...in science, mathematics and technical courses, and in management training courses in the areas of science and technology....

> 181. Provide for equal access to all levels of general education, vocational education, and training for all types of occupations, including those traditionally accessible to men, and to new training schemes and other facilities such as on-the-job training, scholarships, inexpensive boarding and lodging facilities and accessible child care arrangements....
>
> 182. Examine curricula and learning materials with a view to removing sex-bias and the stereotyped portrayal of the roles of girls and women....
>
> 185. Develop programmes...to encourage a basic understanding of human rights, including the Universal Declaration of Human Rights and other relevant instruments. Such courses should stress the fundamental importance of the elimination of discrimination on the basis of race and sex....
>
> 190. ...Take measures to improve the data on drop-out rates of girls and women....
>
> 194. Urge Governments to encourage women to enroll in all their technical institutes and to promote, through every means available to them, the establishment of intermediate technical courses.

EMPLOYMENT

The first objective set forth in the employment section is:

> 109. To promote full and equal opportunities and treatment for women in employment, bearing in mind that this requires that both women and men have the possibility to combine paid work with household responsibilities and the caring for children. To ensure that women and men receive equal remuneration for work of equal value and equal educational and training opportunities in both rural and urban areas, so that women might secure more highly skilled employment and become integrated into the development of their countries....

Other objectives include:

> 111. To improve the working conditions and occupational mobility of women workers in the lower and middle levels of the sectors in which the majority of women work.
>
> 112. To ensure equal rights and opportunities for the gainful employment of rural women both in agricultural and non-agricultural jobs under proper working conditions, improve the capabilities and productivity of rural women workers, increase food production, diminish migration in countries where this is necessary and whose population policies contain explicit provisions to this effect, promote rural development and

> strengthening of self-reliance programmes; to extend labour and social security legislation to women working in agriculture....
>
> 117. To adopt measures to ensure that women's entry into certain sectors of the labour market does not result in lowering the working conditions, remuneration and status of those sectors.
>
> 118. To promote technology to improve the labour productivity of women while decreasing their work time and to guarantee that women workers are the ones who benefit from such an improvement....
>
> 120. To ensure that, in all sectors, the economic returns from women's work accrue directly to them.

Priority areas for action included:

> 121. Special action should be taken to institute programmes which would inform women workers of their rights under legislation and other remedial measures. The importance of freedom of association and the protection of the right to organize should be emphasized....
>
> 123. Measures should be taken to ensure that development agencies in different sectors of national planning include larger numbers of women in their staff as a matter of policy and, as part of that policy, allocate resources to programmes for women's employment and training....
>
> 125. Legislative and/or other measures...to secure for men and women the same right to work, to unemployment benefits as well as to prohibit...dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status....
>
> 126. Measures...to ensure...men and women the right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction...
>
> 127. Ways should be investigated in which the unpaid work in the household and in agricultural tasks which women and men do in all fields can be recognized and reflected in official statistical data collections.

Other provisions in the employment section included the right to organize trade unions and credit and marketing cooperatives controlled by the women concerned; increasing access to managerial and technical training and to financial resources, credit facilities and other inputs in order to improve the working conditions of women and increase their occupational and educational mobility as well as their productivity and economic returns.

Finally, concern was expressed about the potentially negative impact of the transfer of technology on women and of "transnational" corporations and priority areas for action agreed upon included...:

> 134. Measures should be adopted which guarantee that, when transfers of technology take place, account is taken of the factors of production available in the country to which the transfers are made in order to avoid any labour force disruptions, which usually affect women more severely. Promote research on appropriate endogenous technology which takes account of national characteristics and, in particular, those of developing countries. Develop new programmes and appropriate policies with regard to industrialization and the transfer of technology aimed at maximizing benefits and preventing adverse effects from the transfer of technology on both the employment, training, health and nutrition of women and over-all development. Standards should be instituted to ensure that technologies transferred are safe for utilization, and recipient countries be alerted of the hazards of particular forms of technology.
>
> 135. Studies should be carried out on the policies, programmes of action and expanding operations of transnational corporations to ensure that they offer greater employment opportunities for women and to prevent their negative effects.

FOOD

Food was the first item under the new "priority areas requiring special attention" section. Noting that women perform a key role in food production and that agricultural policy making should assure "the production of basic foods for family and national consumption" (197d) the problems of post harvest processing, marketing, and providing women with skills and access to appropriate technology are also mentioned.

The section concludes with the following priority areas for action:

> 197. Governments should adopt the necessary measures to...:
>
> (f) Stimulate the participation and full voting rights of women in co-operatives and other forms of organization relating to the production, processing, distribution, marketing and consumption of basic food products;
>
> (g) Ensure access for women in conditions of equality with men to financing mechanisms covering all phases of production, up to and including the marketing of food products....

Both the section on food and the subsequent section on rural women follow closely the women in development section of the Declaration of Principles from the Food and Agriculture Organization's World Conference on Agarian Reform and Rural Development held in July, 1979 at Rome.

RURAL WOMEN

The long and strong section on rural women notes "the inadequate social infrastructures in rural areas" and "the double workload (women) bear through...working the land and their household duties. (198)

Recommendations for improving the living conditions of women in rural areas include:

- acknowledgement of women's contribution to economic and social development of their countries;
- necessity for their participation in planning and decision making;
- need for formal and non-formal training leading to paid employment;
- meeting basic human needs including clean water supplies, effective sanitation, adequate food and nutrition, basic health services, shelter and appropriate fuel supplies;...
- access to technology at all levels, particularly in relation to food storage and preservation, transport and marketing and labour-saving tools and devices;...
- access to improved transport and communication systems, to all forms of media;...
- ...free and equal access to credit facilities.... (199 a-e)

Governments are urged to:

200. ...

(c) Ensure access for rural women to the use, enjoyment and development of land, in conditions of equality with men, by according to women the same practical and legal rights as those of men in access to ownership and the use and management of land, in the production of goods from land by means of agriculture or grazing and in the disposal of any such products or of the land itself;...

(e) Examine carefully the possibility of devising statistics which measure rural women's contribution on an equal basis with men's, including labour in...agricultural production, unpaid family labour and food production for family consumption, as well as to monitor the impact of development so that negative and unforeseen consequences, such as increased workload and loss of income earning opportunities, can be identified;...

(k) Improve employment opportunities for women in agricultural and non-agricultural jobs in rural areas...so as to provide an alternative to migration to urban areas:...

(m) Establish special schemes to provide basic education for children and adults in remote, sparsely populated or very underprivileged rural areas, for example, by setting up children's hostels which provides board and lodging;...

(o) Promote the processing of agricultural products by national, community, State or mixed enterprises; create jobs for rural women and families in the agro-industrial sector; and design and implement national plans for the development of the agro-industrial sector and rural industries..

CHILD CARE

In the section on child care, objectives included:

201. To develop or extend government-supported early childhood services appropriate to the individual family's needs.

202. Enable women, and especially working women, to discharge their responsibilities with regard to their children, and combine their work outside the home with their responsibilities as mothers. Special efforts should also be made to enable fathers to assume their share of family responsibilities.

Priority areas for action for governments were to:

203. ...

(a) Include provision of community-based, work-based and work-related child care services, out-of-school hours and;

(b) Improve the existing services by improving the competence of the persons providing them, the quality of the services provided, health conditions and the material aspects of the services;

(c) Create new services suited to the needs and conditions of working women and undertake the necessary studies to determine the real nature of those needs;

(d) Provide the necessary services at the lowest cost so as to match the resources and possibilities of women with limited incomes....

MIGRANT WOMEN

204. Migrant women, including wage earners and the family of migrant workers, should have the same access to education, training, employment and support and health services as the national population.

UNEMPLOYED WOMEN

206. Governments should take steps to ensure that unemployed women have access to secure employment.

207. Governments should...:

(a) Provide formal and non-formal training and retraining to equip unemployed women with marketable employment skills....

(b) Guarantee to unemployed women social security benefits, adequate accommodation, and medical services on the basis of individual need.

FEMALE HEADED HOUSEHOLD

A major change between the Mexico City IWY Conference in 1975 and the Copenhagen Conference in 1980 was recognition of the existence and extent of female headed households. Part of the credit for this change can be attributed to the work of A.I.D. in identifying this as an area of concern. Added as one of the areas requiring special attention in UN parlance the section is headed:

WOMEN WHO ALONE ARE RESPONSIBLE FOR THEIR FAMILIES

208. Governments should ensure that women who alone are responsible for their families receive a level of income sufficient to support themselves and their families in dignity and independence.

209. Governments should take the necessary measures to:

(a) Provide training and retraining for secure employment through programmes which must include income maintenance, child care, parental leave and personal and vocational development programmes;

(b) Assist women who alone are responsible for their families to obtain secure and appropriate accommodation;

(c) Guarantee favourable access to finance and credit, medical and health services.

YOUNG WOMEN

211. Governments should take the necessary measures to:

(a) Give special attention to the education of young women, who are the only human resource with a possibility of bringing about change in the future, with a view to ensuring that they are consciously involved in social and political development; that they enjoy and exercise the right responsibility, deliberately and willingly to found a family; and that they are given more and better opportunities to take part in the process of production;

(b) Give priority attention to young women in matters relating to food and health in general in order to improve the living conditions of present and future generations....

INTERNATIONAL AND REGIONAL TARGETS, STRATEGIES, POLICIES AND PROGRAMS

Part III, the international and regional section of the Programme of Action, is directed to the U.N. system and its organizations as well as to bi- and multi-lateral organizations.

The opening paragraphs of the International Policies and Programs section set forth guidelines for development assistance which includes women:

219. All organizations in the United Nations system, in closer co-operation with relevant intergovernmental and non-governmental organizations, should support efforts towards establishing, strengthening and implementing national, regional and global programmes aimed at women's integration in development, revising and redefining if necessary development concepts, objectives and policies to achieve it....

220. In order to achieve the targets prepared for the third United Nations Development Decade, all development planning should take due account of the potential contribution and the interests of women....Development projects should strongly emphasize the indigenous capabilities of the developing countries and enhance their creative capacity.

221. New approaches should be developed for increasing the mobilization of women's resources both for advancing their socio-economic status and increasing productivity. To this end, they should offer, inter alia, special incentives to develop co-operative movements particularly among women of the poorer sectors of society aimed at developing co-operative technology enterprises for community self-reliance in water, energy, health, sanitation and housing, day care centres, and other basic services.

222. Multilateral and bilateral development and other organizations as well as non-governmental organizations working in the field of development should continue to provide development assistance to programmes and projects of developing countries which promotes women's integration and participation in all aspects of the development process, also within the framework of technical co-operation among developing countries. In this connection efforts should be made to fully utilize locally available expertise in project design and implementation and to ensure greater quality in the project results through, among others, flexible implementation procedures. These programmes and projects should inter alia focus on efforts to strengthen developing countries' capabilities to plan and implement programmes for women....

223. The United Nations Voluntary Fund for the Decade for Women should continue to intensify its efforts to give special support to women most in need, and to encourage consideration of women in development planning. Contributions to the Voluntary Fund will need to be greatly increased during the second half of the Decade if demands now being made on its resources are to be adequately met. Adequate development funds should be available for activities specific to the acceleration of the full participation of women in economic and social development at national, regional and international levels....

> 226. International and regional organizations should provide assistance, if requested, to national machineries for women, for improving their capabilities and resources to accelerate integration of women in the development process and take up programmes and projects for them.

Other parts of the international section deal with technical cooperation and training, the mobilization of human resources, assistance to women in southern Africa, and the controversial section of assistance to Palestinian women inside and outside the occupied territories.

WOMEN REFUGEES

Noting that women and children form the bulk of refugee populations a strong section on assistance to women refugees was inserted with the U.S. leading in this effort. This section urges legal, humanitarian and moral assistance to women refugees, special relief efforts directed to refugee women and children, training and skill development programs aimed at self-help and self-reliance, protection against abuse or attacks and giving women an expanded role in the operation and administration of the camps. (See paragraphs 245-251 in the Programme of Action)

RESEARCH AND DATA

Paragraph 257 opens the sub-section on research data collection and analysis and sets forth an international research agenda which includes:

- evaluating the participation of women in the informal sectors of the economy
- the health status of women
- the double burden of working women and data on the degree of absence of women because of maternity
- educational opportunities or lack thereof for women, in particular factors contributing to illiteracy
- access of women, including drop-outs, to all types and all levels of education

- the conditions of the female-headed household
- participation in the formal sectors of the economy
- political participation
- nature of the contributions of women's organizations
- interrelationships between women's roles in development and demographic phenomena
- employment opportunities projected for a period of five or ten years after the Decade for Women, and on training/educational programmes that will meet the need for the specific work force so identified

The section on data encourages statistical operations and practices "free from sex-based stereotypes and appropriate research methodology that would have relevance to the participation of women in development and equality between the sexes." (261) This is only one of numerous references in the Programme to the linkages between recognition of women's role in development, equality between the sexes and the progress of overall development.

There is emphasis on regionalism and regional variations throughout the document but the data section specifically calls for collaboration between specialized agencies and regional commissions to establish indicators of progress taking "into account the social and cultural realities of the country, the current state of the country's statistical development as well as their individual policy priorities." (263a) The document also calls for:

- preparing inventories of social, economic and demographic indicators for better evaluation of development programs
- assisting countries with development of national household surveys including questions of special "relevance to participation of women in development and equality between the sexes"
- increasing the level of investment in long-range fundamental research on women and development; information on women in the development process is recommended to be widely distributed to member nations and appropriate research organizations and communications efforts should be strengthened relating to women in development

> 271. Well-documented and built-in communication components should be included in all development programmes or projects for the integration of women in development, and more adequate evaluation of the uses of media in development support to spread knowledge and increase the possibility of transfer. The United Nations and organizations of the United Nations system should collect and disseminate information on training programmes in development communication with special reference to programmes for women.

The section on review and appraisal is aimed at ensuring that women's concerns and the World Plan of Action adopted at Mexico City are considered "in the implementation of international development strategy for the third United Nations Development Decade." (275]

The final sub-section is "Regional Policies and Programmes." It calls for:

> "strengthening of appropriate regional action programmes for women...based on the development of co-operation between the countries of the region with the aim of promoting the principle of self-reliance. The formulation of regional policies and programmes is a multidimensional process requiring the adoption of action-oriented measures that are both bilateral and multilateral in scope and which require an increase in financial, technical and personnel resources...." (266)

It also calls for the undertaking of

> "skilled womenpower inventories at national, subregional and regional levels so that trained women can have equal opportunities to be recruited in jobs related to main areas of the development process at national, regional and international levels." (266e)

In addition to the Programme of Action numerous resolutions were also passed at the Copenhagen Conference. Many called for increased participation of women in international agencies. Others were political in nature such as the situation in Bolivia which was news during the conference and assistance to Sahrawi women. U.S. resolutions included one on water, one on refugees, and supporting the rural women resolution. Resolution number one dealt with family planning. The resolutions adopted were:

1. Family Planning
2. Improving the Situation of Disabled Women of All Ages
3. Migrant Women
4. Elderly Women and Economic Security
5. Battered Women and Violence in the Family
6. Review and Evaluation of the Progress Made in the Implementation of the World Plan of Action at the National Level
7. The Role of Women in the Preparation of Societies for Life in Peace
8. Gathering Data Concerning Women through Census Questionnaires
9. Intensification of Drought Control in the Sahel
10. Assistance to Lebanese Women
11. Women's Participation in the Strengthening of International Peace and Security and in the Struggle Against Colonialism, Racism, Racial Discrimination, Foreign Aggression and Occupation and all Forms of Foreign Domination
12. The Situation of Women Refugees and Displaced Women the World Over
13. The Situation of Displaced and Refugee Women the World Over
14. Integrated Approach to the Health and Welfare of Women
15. International Center for Public Enterprises in Developing Countries (ICPE)
16. International Conference on Sanctions against South Africa
17. International Legislation to Prevent the Abandonment of Families
18. Situation of Women in Chile
19. Situation of Women in El Salvador
20. Control of Illicit Traffic in Drugs
21. Strengthening the Women's Programmes and Appointment of Women in the Secretariat of the Regional Commissions and Agencies of the United Nations
22. Co-ordination of Issues Relating to the Status of Women Within the United Nations System
23. Question of Missing and Disappeared Persons
24. Women in the United Nations Secretariat
25. International Drinking Water Supply and Sanitation Decade
26. On the Right of all Countries to Seek Development Assistance from any Sources, Free from Threats and Attacks
27. Special Measures in Favor of Young Women
28. Convention on the Elimination of all Forms of Discrimination Against Women
29. Women Living in Conditions of Extreme Poverty
30. Promotion of Equality in Education and Training
31. Women and Discrimination Based on Race
32. Condemnation of South African Aggression Against the People's Republic of Angola
33. Question of Convening Another World Conference on Women in 1985

34. Assistance to Sahrawi Women
35. International Assistance for the Reconstruction of Nicaragua
36. Women and Development Assistance Programmes
37. Health and Well-being of the Women of the Pacific
38. The International Research and Training Institute for the Advancement of Women
39. Establishment and Strengthening of Machinery for the Integration of Women in Development
40. Strengthening the Role of the Commission on the Status of Women
41. Women and Nutritional Self-Sufficiency
42. Voluntary Fund for the United Nations Decade for Women
43. Exploitation of the Prostitution of Others and Traffic in Persons
44. Women in Agriculture and Rural Areas
45. Apartheid and Women in South Africa and Namibia
46. The Situation in Bolivia
47. Implementation of the Goals of the United Nations Decade for Women within the Framework of the United Nations Efforts to Achieve the New International Economic Order
48. Expression of Thanks to the Host Country

As noted earlier, under the section on AID projects funded relating to Copenhagen, a parallel non-governmental meeting was also held in Copenhagen during the first part of the UN Conference. The following report by Line Robillard Heyniger, observer for the U.S. National Commission for UNESCO, is presented in the appendix as a description of the Forum activities. The views presented in Heyniger's paper are not necessarily those of the Agency.

PROJECTS/ACTIVITIES

PROJECTS

Beginning in 1978 the Women in Development Office set up a tracking system to follow the progress of women in development projects. The problem of what constitutes a women in development project was raised. The Women in Development Office, in consultation with other offices in the Agency, created the WID Code for missions to use in identifying their WID projects.

The projects in this section have been identified by the missions as women in development (WID) projects according to the WID code set forth below. This code was sent to missions along with the instructions on designating projects according to A.I.D. "special concerns." Since judgement questions are involved, the results are imperfect. Individuals in different missions will not all make the same decisions about similar projects. Therefore, comparisons between regions and sectors are difficult. With that caveat, the following projects are set forth as WID projects for the fiscal years 1979 through 1982. It should also be remembered that FY 79 projects have had funds obligated for them while FY 82 projects are only in the project identification (PID) stage and may not ever materialize because of lack of funds, low priority, design problems, or other difficulties. In the past women in development projects have not enjoyed a very high priority.

The WID code definition submitted to and used by missions is as follows:

> Include activities which will help integrate women into the economy of their respective countries, thereby both improving their status as well as assisting the total development effort. (See Section 113 of the Foreign Assistance Act.) Programs and projects which are in whole or part specifically designed to afford women the opportunity to participate in the development process in a significant way are to be included in this category. Not all projects which include women as beneficiaries are to be included. For instance, population projects in which women are merely recipients of goods, such as contraceptives, or health projects where mothers receive food and services for their children, are to be excluded. However, where, in addition to the provision of goods and services, women receive training or other assistance designed to increase their earning capacity or enhance their economic productivity, include the relevant portion of the funding for the women's component in this category. Where a specific women's component is designed into an integrated project, include the proportion of that component as a women in development effort.

The code reflects some important judgments. There is an emphasis on increasing women's income-generating skills at all levels, from vocational training to credit and management programs. In keeping with that goal, which is consistent with the Congressional mandate directing that women be "integrated into the national economies," the Code distinguishes between projects which see women as "beneficiaries" in the sense of passive recipients, and those which treat women as active agents in, or contributors to, the development process. Thus health projects can be coded as women in development to the degree they train women in professional or paraprofessional skills. Health, nutrition and family planning projects which have no training or income generating component for women are not coded as WID projects even though it is fully recognized that they provide services to women.

The projects can be divided into four types:

> Type I: Women specific projects. These are small scale, cutting edge projects to meet specific needs (such as upgrading women's training or supporting women's credit cooperatives) or to give women leadership and organizational experience. Women-specific projects are often designed as demonstration projects to test ideas about how to reach women who are often difficult to reach with conventional delivery systems due to unique cultural constraints, lack of mobility, or responsibility for children and household production, etc. These projects frequently develop into Type II projects.
>
> Type II: Women's component projects. These are activities which are part of a larger project, but which are specifically geared to women's needs. Examples would be the training of women extension agents for work in countries where men extension workers cannot communicate with women without violating social mores, the integration of extension programs to give women access to information on food production, processing and storage; and education or training program which actively recruits women for professional or vocational training which usually is given to men, or a credit program which waives requirements for the standard forms of collateral.
>
> Type III projects are those health, nutrition and population programs which actually train women or enhance their income earning capacities. Women are the "beneficiaries" for most health programs, which focus on maternal and child health, and for nutrition and family planning programs which see women's decisions as mothers as critical to the success or failure of projects. In the early stages of the tracking system, two thirds of the women in development expenditures were in health, in projects which were listed as women

> in development projects by missions even though they did not represent a new women in development initiative and despite the fact that women were in most cases the beneficiaries but not the agents of such programs. Type III projects are projects in the health, population and nutrition sectors which specifically include professional and paraprofessional training for women or find other mechanisms to make women contributors to development and not simply recipients of services.
>
> Type IV: Women's "impact" projects. We have used this category for projects which missions coded "women in development" in a variety of sectors in which it was clear that women would experience the effects of such projects, but less clear (based on project descriptions) that project design or implementation made any deliberate effort to integrate women. Type IV projects are not included in this report.

A fully integrated strategy for women in development would recognize that all projects have impact on women and develop the capability, through collection of sex disaggregated data, to measure differential impact. A.I.D. is working to develop that capability and to develop sufficient expertise to integrate women into planning, implementation and evaluation of all projects. In 1980, the meaning of "women's impact" is still a limited one to many who designate those projects which are set up to deliver health, nutrition and family planning services as having an impact on women. A.I.D. is only beginning to restructure projects around the concept of women as agents and active contributors to development. However, it appears that missions are becoming more cautious in their reporting, so that this list reflects very little of the tendency to report projects as "51% women in development component" simply because the population is 51% female, without regard to whether women are involved in planning or administering the project or whether specific limitations on reaching women--usually due to their relative immobility, lack of education or lack of time--have been faced in the project design.

In addition to more careful reporting, we have also noted an improvement in the analysis of the situation of the female beneficiary population as a justification for the project in many project descriptions, specifically characteristics such as number of female headed households, high levels of migration, or number of women active in agricultural production. Similarly, there is often recognition of the need for deliberate effort, reflecting that a project or a women's component was designed to overcome the constraints on women's participation.

Finally, the data is affected by the various limitations which seem to be part and parcel of this kind of two-track (women-specific and women-integrated) approach. Except for women specific projects, it is often difficult to know how to classify a project. Some projects which have important women's components in them are not classified "WID" because the subprojects for women (a crafts cooperative in a rural development project, for example, or a sex disaggregated study of housing needs) are so small or so intermixed with other elements of the project that a description of a women's component, and a budget for that component, are impossible to estimate.

What can be said, however, is that there are relatively few women-specific projects. In both the women-specific and the women's component categories, there has been considerable change in projects reported for the tracking system. Some of this reflects new directions in programming for women. In other cases, projects may have been dropped because they were judged by the mission to be of low priority.

This year's report also shows some interesting trends in regional activity. In Africa, half of the women's component projects are in agriculture and food production, with the rest in education and training. In Latin America, there is a great variety ranging from small farmer organization efforts to urban services. There is increasing demand for technical assistance to collect data on which to base future efforts to integrate women and women's concerns into future agricultural and rural development projects in all regions.

SUMMARY OF AGENCY'S WID PROJECT FUNDING BY REGION/BUREAU AND TYPE
($000)
FY 1979 - FY 1982

REGION/BUREAU	FY 1979				FY 1980				FY 1981				FY 1982			
	TYPE I	TYPE II	TYPE III	TOTAL ALL TYPES	TYPE I	TYPE II	TYPE III	TOTAL ALL TYPES	TYPE I	TYPE II	TYPE III	TOTAL ALL TYPES	TYPE I	TYPE II	TYPE III	TOTAL ALL TYPES
LATIN AM/CARIBBEAN	1,032	3,911	890	5,578	845	2,300	799	3,944	1,519	2,241	249	4,009	1,033	5,673	200	6,906
ASIA 1/	539	2,140	500	3,179	46	3,167	4,000	7,213	--	5,039	4,000	9,039	--	10,968	7,000	17,968
AFRICA	2,183	1,017	800	4.000	1,354	4,926	77	6,357	450	9,761	965	11,176	1,100	5,440	1,430	7,970
NEAR EAST	--	--	69	69	--	501	65	566	800	364	72	1,236	1,470	--	--	1,470
PROG/POLICY COORD.	1,871	14		1,885	1,690			1,690	3,022			3,022	4,185			4,185
--WID	(1135)	--	--		(1408)	--	--		(2822)	--	--		(3990)	--	--	
--EVAL	--	(14)	--		--	--	--		--	--	--		--	--	--	
--PDPR	(736)	--	--		(282)	--	--		(200)	--	--		(195)	--	--	
DEVELOPMENT SUPPORT		187	4,574	4,761		205	5,467	5,672		240	6,091	6,331	--	--	--	
--POP 2/		(120)	(4574)		--	(165)	(5467)			(200)	(6091)		--	--	--	
--AGRI	--	(67)	--		--	(40)	--		--	(40)	--		--	--	--	
PRIVATE/DEV. COOP.	300			300	720			720	891			891	370			370
--OLAB	--	--	--		--	--	--		(360)	--	--		(370)	--	--	
--PVC	(300)	--	--		(720)	--	--		(531)	--	--		--	--	--	
TOTAL	5,844	7,095	6,833	19,772	4,655	11,099	10,408	26,162	6,682	17,645	11,377	35,704	8,158	22,081	8,630	38,869

1/ TYPE III funding for FY 81 and FY 82 represent two projects in one country.
2/ Figures not available for FY 82.

CENTRAL BUREAU PROGRAMS

BUREAU FOR PROGRAM AND POLICY COORDINATION

The Bureau for Program and Policy Coordination has three offices which funded women in development activities during the period covered in this report. The Office of Evaluation funded two studies aimed at better evaluation of impacts of development projects on women. The second study "Assessing the Impact of Development Projects on Women" has been a major contribution to women in development literature. Also, many of the evaluations conducted by the Agency have looked at the women in development issues involved in the projects or programs being evaluated.

The Office of Policy Development and Program Review has a project "Fertility Impact of Development and Women's Opportunities" which builds on efforts to improve education, maternal and child health, and family income to influence fertility in developing countries and supports a number of sub-projects. In addition, in cooperation with PPC/WID and DS/RAD, a Women's Socio-economic Participation Project was supported which will give technical assistance to up to ten missions for work leading to projects involving productive employment generation.

Office of Women in Development

In addition to work on the Copenhagen Conference, PPC/WID expanded and continued its program to develop WID strategies, to increase technical assistance to missions, to work more effectively with development organizations and institutions including other donor nations, and to continue to produce, collect and distribute WID data, information and materials.

The major theme continued to be the LDC rural woman and her economic productivity. One key activity involved the U.N. Food and Agriculture Organization's World Conference on Agrarian Reform and Rural Development (FAO WCARRD) held in Rome in July, 1979.

PPC/WID commissioned a series of eight papers on women, food, and land and credit issues. An "overview", or more formal background paper, was prepared by WID and Agency staff, entitled: "Women in Development, Background Papers for the U.S. Delegation to the World Conference on Agrarian Reform and Rural Development." Briefings were held for members of the U.S. delegation prior to their departure for the conference. These activities contributed to the U.S. delegation's ability to promote and support the women in development section of the WCARRD Declaration of Principles which called for recognition of the vital role of women in agriculture and of the role women's organizations could play in the modernization process. "Rural development based on growth with equity will require full integration of women, including equitable access to land, water and other natural resources, inputs and services and equal opportunity to develop and employ their skills," the Declaration stated.

After the conference, PPC/WID added this WID Declaration to the materials available in the Resource Center and distributed it widely to missions, AID/W staff and Title XII personnel. The background papers and the Declaration were also used in preparation for Copenhagen. The addition of a special section on food and on rural women in the Programme of Action can be traced to the WCARRD work. The earlier Tucson Conference on Women and Food was also a major factor in this effort.

Another important focus on WID activities involving women and agriculture was on the Title XII universities and their coordinating body, the Board of International Food and Agricultural Development (BIFAD). Grants have been given to three consortia of Title XII universities--the Midwestern Universities Consortium for International Activities (MUCIA), the Consortium for International Development (CID) based at the University of Arizona, and the South East Consortium for International Development (SECID)--for WID activities on individual campuses and within the consortia. In September, 1980, PPC/WID presented a panel on the role of women in the modernization of agriculture to the BIFAD Board meeting and also convened a workshop of representatives from Title XII universities to discuss this topic and university women's participation in technical assistance overseas. Reports were also given of Title XII women's participation in strengthening grant activities on the various campuses and an informal WID task force was formed among the WID committee members on Title XII campuses.

Continuing its earlier work with other donors and with LDC and international women's organizations, PPC/WID sponsored an international conference in September, 1979 on The Role of Women's Organizations in Development. Held in Washington, it included LDC women, U.S. and European women from local and international, formal and non-formal women's groups. The primary purposes of this meeting were to assess the potential for women's organizations doing development work in less developed countries, to determine the state of interest and involvement of women's organizations in development activities, to provide liaison between government assistance agencies and women's organizations.

This conference was held in conjunction with a Washington meeting of the Ad-Hoc Working Group on Women in Development of OECD/DAC nations. This group grew out of a series of earlier meetings beginning with an OECD/DAC meeting in Paris during International Women's Year (1975) followed by a meeting in Canada in 1977, a DAC meeting in 1978, and a series of meetings in Europe with WID representatives early in 1979. In the Spring of 1979, the American Ambassador to the Hague hosted a meeting with the WID Coordinator and representatives from Scandinavia, the Federal Republic of Germany, the Netherlands and Belgium which made plans for the Washington and Copenhagen meetings. At the Washington meeting, PPC announced that a donor document exchange was established, discussions were held between donors on WID strategies and activities, and future cooperation and collaboration was discussed. The group decided to convene again at Copenhagen and ask for a DAC meeting as a followup to Copenhagen. An experts meeting on Women in Development is scheduled for January 28 and 29, 1981 at OECD/DAC headquarters in Paris at which time PPC/WID will turn over the chairing of the Ad-Hoc group to Sweden.

Another major 1980 effort was the drafting of the Administrator's cable to the A.I.D. field missions on women in development and the analyzing of their responses for the purpose of making recommendations for future action. The responses to this cable are dealt with extensively in the Summary and Recommendations section of this Report and a copy of the outgoing cable of June 13, 1980 is contained in the Appendix.

The replies from the field missions included several requests for immediate technical assistance on a variety of project-related activities, descriptions of planned and on-going WID activities, and discussion of key institutional constraints which affect the WID program.

PPC/WID responded to the missions requests for technical assistance, working with the regional and other central bureaus. Consultants were identified and sent to Egypt, Jamaica, the Dominican Republic and Ecuador. Assistance for Guyana, Guatemala and Somalia was planned. Earlier technical assistance had been provided to Upper Volta, Mauritania, Kenya, and Jamaica. The Jamaica project involved building a women in development component into an existing integrated rural development project in central Jamaica. This project promises to be a replicable model involving food production and the training of para-professional extension workers.

In response to requests for guidance on how to more effectively include women's needs and concerns into the mainstream of development activities, PPC/WID also co-hosted with the Upper Volta Mission, a small conference on WID concerns in the Sahel. The purpose of the workshop, held at a training center in Bobo-Dioulasso, was to exchange experiences and develop ideas for programming that would improve women's participation, be responsive to women's needs and result in better development. The results of that workshop have been printed and distributed in French and in English. In addition, two rosters of experienced women and women in development specialists available for field work were printed and circulated through the Agency and to missions. Under a grant to TransCentury, a series of workshops involving experienced field workers is now underway. The aim of this project is to identify key needs and major programming issues found to be common in WID technical assistance.

The Office of Women in Development also maintained its program, established in previous years, of disseminating WID data, information and materials from its Resource Center. This Resource Center consists of a reference collection and a distribution system.

The reference collection of the Women in Development Resource Center has nearly doubled since 1978. It now houses approximately 5,000 items on women in development in such areas as agriculture and rural development, appropriate technology, economic status of women, education (formal and non-formal), data and statistics, employment, legal status of women, training programs, and women's organizations. Most of the collection is made up of one-of-a-kind items and papers which have never been formally published (known as "fugitive documents") written in some cases by Third World women. WID reports prepared by other institutions, such as the World Bank and the United Nations, are collected as are WID documents produced by A.I.D. All documents are cataloged and shelved according to A.I.D. country or subject, and are accessible to A.I.D. staff and Resource Center visitors. Among the more frequent library users are technical assistants assigned to development projects, including Peace Corps volunteers, scholars, journalists, visitors from Third World nations, and individuals from PVOs, Title XII and other universities women's organizations. Summaries describing newly received reports are prepared and circulated within the Agency in order to highlight items of special interest and announce their availability.

The Distribution System has also expanded. Multiple copies of close to 100 documents have been printed and distributed. Most of these are Agency funded reports. Some of the mission-supported studies in the Resource Center are from Paraguay, Cameroon, Nepal, Sri Lanka, Thailand, Bangladesh, Guatemala, Mauritania and Ecuador. The Office occasionally distributed especially useful publications prepared by other organizations. Two examples of this are the World Bank's "Recognizing the 'Invisible' Woman in Development" and a United Nations Economic Commission for Africa booklet, "Appropriate Technology for African Women". The Office has also distributed background papers and the Programme of Action of the 1980 Copenhagen Conference.

Frequent mailings are done to the A.I.D. overseas missions as well as to others in the development community. Requests from universities, development groups, and others for women in development materials are filled on a daily basis. The Office averages mailing approximately 600 copies of publications per week in response to requests or as part of the effort to distribute WID data and information. Links are maintained and materials and information exchanged with LDC and U.S. resource centers, and other foreign assistance donors involved with women in development issues.

Some of the major Women in Development publications which have been requested or distributed are:

Women and Forestry
Tucson Conference Proceedings: Women and Food
Women Headed Households
Women and Migration
Assessing the Impact of Development Projects on Women

An expanded list of A.I.D.-funded documents and documents from other organizations is found in the Appendix along with a list of books available commercially. The most recent studies being reproduced and circulated are a series of three on the role of women's organizations in the development process prepared for the Copenhagen Conference and OECD/DAC meetings.

Finally, the Office of Women in Development prepares material and comments for Agency policy and project papers, participate in project and program reviews, sponsors seminars and debriefing sessions on selected women in development topics, and funds a variety of sub-projects aimed at improving the status and productivity of LDC women.

OFFICE OF WOMEN IN DEVELOPMENT

906-0001 - WOMEN IN DEVELOPMENT*
930-0100 - STRATEGIES AND RESOURCES

This project finances the preparation, publication and distribution of women in development materials; conferences and meetings on women in development topics; research studies; the collection and analysis of data; maintenance of a resource center of women in development publications; the compilation and publication of rosters of women in development specialists available for Agency activities; and the collaboration of international and national agencies, organizations, and donors involved in the women in development effort. A number of sub-activities have been funded under this project.

FY Life: FY 1976 - FY 1979 (906-0001) FY 1980 - cont. (930-0100)	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	1,135	213	874	875
Attributable to WID:	1,135	213	874	875

*terminated in FY 1979

930-0200 - WOMEN'S ORGANIZATIONS AND PARTICIPATION

This project aims to assist developing countries' and international women's organizations increase their organizational capacity to help poor, rural women in developing countries to provide small grants to organizations for on-going projects and to develop new ones aimed at increasing incomes, productivity, literacy and skills of women and girls to participate in development on a variety of levels. A number of sub-activities have been funded under this project.

FY Life: FY 1980 - FY 1982	FY 1980	FY 1981	FY 1982
Project Total: ($000)	554	912	1,115
Attributable to WID:	554	912	1,115

OFFICE OF WOMEN IN DEVELOPMENT

930-0300 - TECHNICAL ASSISTANCE AND WOMEN IN DEVELOPMENT CENTERS

This project is designed to provide short-term technical assistance (trained experts for design teams, for example) to A.I.D. missions to facilitate the integration of women into development activities; finance pilot projects and components of on-going projects in selected missions to demonstrate how women's needs can be met; and support activities of different women in development centers based mainly at Title XII Universities in the U.S. The WID Centers are to expand the pool of women in development specialists and to help build women's components into international development activities undertaken by U.S. institutions. A number of sub-activities have been funded under this project.

FY Life: FY 1980 FY 1982	FY 1980	FY 1981	FY 1982
Project Total: ($000)	581	806	1,700
Attributable to WID:	581	806	1,700

930-0400 - DATA ON WOMEN

This project aims to assist with the compilation of an adequate data base on women in developing countries for planning, program development, and project design. It will forward the data gathering efforts in LDCs and provide improved statistical information for international agencies, donor governments, host government development planners, and scholars. A number of sub-activities have been funded under this project.

FY Life: FY 1980 - FY 1982	FY 1980	FY 1981	FY 1982
Project Total: ($000)	60	230	300
Attributable to WID:	60	230	300

OFFICE OF POLICY DEVELOPMENT AND PROGRAM REVIEW

930-0069 - FERTILITY IMPACT OF DEVELOPMENT AND WOMEN'S OPPORTUNITIES I
930-0078 - FERTILITY IMPACT OF DEVELOPMENT AND WOMEN'S OPPORTUNITIES II

This project is designed to respond to Section 104(d) of the FAA; promote opportunities for women; examine how improved opportunities affect fertility, employment, and roles within the family; promote more effective population policies; and help A.I.D. Missions and developing countries build motivation for smaller families. The project builds on efforts to improve education, maternal and child health, and family income to influence fertility in developing countries and supports a number of sub-projects.

FY Life: FY 1978 - FY 1981 (I) FY 1980 - cont. (II)	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	736	282	200	195
Attributable to WID:	736	282	200	195

930-0069.1 - CENTER FOR POPULATION AND FAMILY PLANNING ACTIVITIES (CEFPA)

This project provided a grant to the Centre for Population Activities to support management training programs for women managers from developing countries. In addition to equipping the women with greater skills as managers, it is also intended to assist the trainees to design and implement development projects for low-income women which will not only improve their living conditions and prospects for economic participation but will also influence their fertility attitudes and behavior. Provision has been made in the grant to evaluate and document the impact of the small sub-projects on fertility indicators.

FY Life: FY 1979 - FY 1982	FY 1979
Project Total: ($000)	736
Attributable to WID:	736

OFFICE OF POLICY DEVELOPMENT AND PROGRAM REVIEW

930-0078.1 - PATHFINDER FUND

This project provides a grant to the Pathfinder Fund for the development and implementation of small field projects to improve women's economic opportunities. The grant provides for the exploration, evaluation and documentation of how improved productive capacity and income generation opportunities for women may influence family relationships and family size.

FY Life: FY 1980 - FY 1982	FY 1980	FY 1981	FY 1982
Project Total: ($000)	86	200	195
Attributable to WID:	86	200	195

930-0078.2 - POPULATION COUNCIL-NEMOW CASES

This project provides a grant to the Population Council to conduct several case studies of the impact of development projects on women and of the impact of woment's participation or lack of participation on development gains.

FY Life: FY 1980 - FY 1981	FY 1980
Project Total: ($000)	195
Attributable to WID:	195

OFFICE OF EVALUATION

930-0047 - EVALUATION STUDIES AND SYSTEMS

This project is intended to assist the Agency in developing its evaluation activities and to draw lessons for development from Agency and other relevant experience. These lessons are intended as part of the technical assistance offered countries as well as to improve Agency budgeting and policymaking. A major component of this is to discover the impacts of development activities and to find out who is benefiting from such activities.

WOMEN'S COMPONENT: Two specific activities were initiated in FY 79 to stimulate the Agency to better evaluate impacts of development projects on women. The first was a data collection activity entitled, "An Investigation Into Evaluations of Projects Designed to Benefit Women." This collected information on evaluations of WID activities. This data collection involved evaluations not only of A.I.D., but a sizable number of other donors including several Private Voluntary Organizations (PVOs). A second effort involved a distinguished socialist who was asked to analyze many of the evaluations identified in the first effort and to then recommend ways in which impacts on women could be better assessed through evaluations. These two efforts have been or will be widely distributed and should lead to a new focus on the need for evaluating the impacts of women of development activities. It is expected that most of the follow-on evaluation work will be performed by Bureaus and Missions.

FY Life: FY 1979 - FY 1985	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	400	1,000	1,400	1,735
Attributable to WID:	14	-	-	-

TYPE I PROJECTS FOR PROGRAM AND POLICY COORDINATION BUREAU
($000)

PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
OFFICE OF WOMEN IN DEVELOPMENT				
906-0001/930-0100-WID Strategies and Resources	1135	213	874	875
930-0200-Women's Organizations		554	912	1115
930-0300-Technical Assistance		581	806	1700
930-0400-Data		60	230	300
OFFICE OF POLICY DEVELOPMENT AND PROGRAM REVIEW				
930-0069/930-0078-Fertility Impact	736	282	200	195
TOTAL	1871	1690	3022	4185

TYPE II PROJECTS FOR PROGRAM AND POLICY COORDINATION BUREAU
($000)

PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
OFFICE OF EVALUATION				
930-0047-Evaluation Studies	14			
TOTAL	14			

BUREAU FOR PRIVATE AND DEVELOPMENT COOPERATION PROGRAMS

Several women in development activities are supported by the PDC Bureau through the Office of Private and Voluntary Cooperation and the Office of Labor Affairs. For over 30 years, the Overseas Education Fund of the League of Women Voters (OEF) has promoted a fuller participation of U.S. and international women in the social and economic activities affecting their lives. In 1976 a Development Program Grant supported OEF's efforts to develop innovative programs to reach more LDC women in new countries. This experience enabled OEF to more effectively identify indigenous organizations who were working with or supportive of helping low-income rural and urban women, and in managing its projects.

In 1979, OEF was awarded an Institutional Development Grant (IDG) to further develop and institutionalize its capabilities to support international programs affecting women and their families. The first annual review indicated major achievements were reached under the IDG. OEF has increased the number of projects developed and grant award totals; expansion in new program and geographic areas; more programs directly reaching low-income/grass roots women and men; a sharpened focus on its mission, approach and strategies, and expansion of its outreach efforts. Similarly, the second annual review indicated significant progress in its efforts to improve the quality and quantity of projects reaching the poor.

Created by a Development Program Grant in 1975, the International Division of the National Council of Negro Women (NCNW) carries on internationally the 47-year history of this Black women's organization in dealing with problems of the poor majority in the United States. NCNW is working with women's organizations in Togo, Senegal and Swaziland in Africa, and plans to expand their program to include several Caribbean countries. In 1980, a two-year Institutional Development Grant was awarded to NCNW to enable them to forge these new relationships through joint planning and implementation of activities that benefit rural and urban poor women and their families.

In Swaziland, NCNW and a women's committee organized by King Sobhuza II are conducting an income generation project for women through the development of a swine production and marketing cooperative, which is modeled after NCNW's successful swine production program in Mississippi. This project, and two others in Senegal and Togo, receive A.I.D. support as well. Discussions are well underway for collaboration with women's groups in several Caribbean countries.

A grant to the New TransCentury Foundation (NTCF) which began in 1976 and continued through 1980 has enabled its Secretariat for Women in Development to begin and, over the last several years, to grow in scope. Activities include publication of a Directory of Projects Involving Women, two bulletins on the U.S. and European funding resources for WID projects and the expansion of a publication retrieval system, developed to store and retrieve documents for, by and about women in development. Annotated lists of these documents are periodically produced and distributed to PVOs. Other NTCF activities include providing technical assistance to women's groups and other development agencies, through workshops and short-term consultant services, operating a specialized recruitment/referral service for women seeking employment opportunity as well as agencies seeking women in development.

Finally, the Office of Labor Affairs, through all of its projects -- but particularly through the "Labor Force Integration" project -- assists women, who are either in the labor force or who desire to enter, to participate in the labor market on an equal basis with men and to acquire, along with men, the means and skills which can lead to productive employment and better working conditions. Most of the activities are carried out under the auspices of private voluntary organizations and regional institutions such as the Inter-American Commission for Women, the Economic Commission for Africa, and the international labor institutions of the AFL-CIO, i.e., African-American Labor Center, Asian-American Labor Institute and the American Institute for Free Labor Development.

OFFICE OF PRIVATE AND VOLUNTARY COOPERATION

938-0167 - NATIONAL COUNCIL OF NEGRO WOMEN (NCNW) - INSTITUTIONAL DEVELOPMENT GRANT (IDG)

This project is designed to strengthen the NCNW's capacity to plan, implement and evaluate a coordinated international program directed at women and children of low-income families in developing countries. The NCNW has developed an international capability to work with developing countries' women's organizations and governments to adapt approaches used in the United States to cross-cultural applications. Using the experience gained from its pig bank cooperative project in Mississippi, the NCNW developed a swine production and cooperative development project for Swaziland. This project will assist the NCNW to further develop and manage its international program; to evaluate its skills development training and nutrition education project in Togo and the swine production project in Swaziland to determine their replicability in other areas; to support two new projects including a fish processing and storage project in the Ivory Coast; and to develop two new projects for Africa and/or the Caribbean.

FY Life: FY 1980 - FY 1981	FY 1980	FY 1981
Project Total: ($000)	287	264
Attributable to WID:	287	264

938-0143 - OVERSEAS EDUCATION FUND (OEF) - INSTITUTIONAL DEVELOPMENT GRANT (IDG)

This project is designed to enable the OEF to plan, implement and evaluate economic and social development programs aimed at women and children of low-income families in developing countries through identification of local organizations that are capable of working with low-income rural and urban women; and to assist such organizations to assess community and organizational needs and to plan and manage projects. Specific examples include community organizations in El Salvador, status of rural women in Thailand, skills and motivation training for women in barrios in Costa Rica, and a study of child care needs in six Latin American countries.

FY Life: FY 1979 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	300	433	267
Attributable to WID:	300	433	267

OFFICE OF PRIVATE AND VOLUNTARY COOPERATION

938-0602 - INTEGRATED LABOR FORCE DEVELOPMENT

This project is designed to develop, support and strengthen programs which further the integration of women in the labor force on an equal basis with men. The project responds to the demands of developing countries, private voluntary organizations, labor oriented institutions, and regional and international organizations to assist in planning, implementing and evaluating programs which help to bring women into the mainstream of their economies; and provides financial and technical support (in skills training, employment generation and leadership training) to employment and labor related projects; and continues to strengthen programs which provide opportunities for women to improve their living and working standards.

FY Life: FY 1981 - FY 1983	FY 1981	FY 1982
Project Total: ($000)	360	370
Attributable to WID:	360	370

TYPE I PROJECTS FOR PRIVATE AND DEVELOPMENT COOPERATION BUREAU
($000)

PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
938-0602-Integrated Labor Force Development	--	--	360	370
938-0167-National Council of Negro Women	--	287	264	--
938-0143-Overseas Education Fund	300	433	267	--
TOTAL	300	720	891	370

BUREAU FOR DEVELOPMENT SUPPORT PROGRAMS

Office of Urban Development

The Office of Urban Development is building a base for a program that addresses the problems and opportunities of women in urban development. We have used small project funds for this purpose up to now since our proposed "Women's Participation in the Urban Economy" project has been dropped by DSB two years in succession due to budget constraints.

A small exploratory study on the role of women in urban development was completed last year. It identifies principal occupations, points out some of the problems and constraints facing women in this area, and suggests a number of opportunities to help improve women's economic participation.

A field study of women in the urban labor market was authorized by the Office of Urban Development, USAID India, and the Government of India this fiscal year. The project involves sending an urban economist to India for six months to document the history, economic impact and administrative system of the Self Employed Women's Association of Ahmedabad (SEWA). SEWA, an offshoot of the Indian Textile Labor Association, is an indigenous urban women's self-help organization which provides a host of services to some of the poorest urban women in Ahmedabad. It is most distinguished in its activities designed to assist poor women in their economic enterprises, particularly through small credits available from their co-op bank, technical assistance on technology and training. The objective of the study, in addition to enhancing our knowledge in general about the workings and impact of such organizations, is to determine whether or not SEWA is a useful model for similar urban self-help improvement projects elsewhere.

The Office of Urban Development is discussing with the LAC Bureau the prospects of jointly funding a proposal by the Population Council to find ways to help women influence the planners, policy makers and program and project operators who are in a position to influence women's participation in development. The project would be carried out through a program of technical and advisory services for women's groups, workshops for national planners and social scientists, local action-oriented policy studies on women's issues, and information dissemination. The Population Council's working network of individual and institutional relationships would be the basis for initiating field activities. The Office of Urban Development is considering assisting with that aspect of the project dealing with urban women and urban services. This activity could be proposed as a new Office project in FY 1981 or FY 1982.

Office of Rural Development and Development Administration

This office offers field service in the social sciences to A.I.D. missions to assist their rural development and development administration efforts, particularly on issues of participation, income, equity, and improved management and administration. The variety of specialists who carry out these functions in many different kinds of settings, concentrate significantly on the women in development aspects of the programs and projects under consideration. Most commonly this means disaggregating data as to sex (a less than common practice), and encouraging host countries to include women in training programs and in other opportunities.

The often predominate role of women in the subject area of investigation requires attention to women's concerns by this office in such areas as off-farm employment, marketing, small farmer production systems, participation in rural development, and access to land and other natural resources.

In addition, this office is beginning a project in FY 1981 which will offer missions technical assistance on activities which promote women's access to income and employment opportunity. DS/RAD has also funded a WID workshop for women in Title XII universities.

Office of Nutrition

Projects in this office are directed in large part to women and have both direct economic development goals, and goals of improved nutritional well-being with indirect economic benefits. One project is engaged in documenting the existing beliefs and practice affecting the food habits of women, so that nutrition interventions can be better planned. A recently completed project addressed the issue of constraints to employment and health/nutritional status which may be posed by child care needs of low income women in developing countries. The goal is to learn to what extent child care needs hinder the active participation of women in activities which contribute to economic development and to improved health and nutrition for mothers and young children, and it addresses as well the interrelationships between these health concerns and the economic opportunity issues that breast-feeding often brings out. A Title XII CRSP involves research in several countries on levels of malnutrition in women, men and children and effects on growth, reproduction, lactation, and worker productivity. A special effort is made in training programs and seminars to increase participation of women.

Office of Agriculture

There has been a concerted effort within the Office of Agriculture to enhance the lives of women in the developing world.

As a result of a major agrarian reform program by the Government of El Salvador, the Rural Poor Survey project has been redesigned to include the analysis of potential benefits of the reform to the rural poor women of that country.

The Rural Enterprise and Employment Division is developing projects to involve the private sector in the development process to generate employment opportunities for all members of the community, including women.

Under the Collaborative Research Support Program in Beans and Cowpeas which involves 10 major U.S. universities, 12 host countries and appropriate international research organizations, LDC women will be identified and encouraged to participate in the research and training being undertaken. A Women in Development coordinator is assigned to this program to identify the needs of the LDC women and to initiate activities designed to meet these needs.

The results of the Research under the Mineral Studies of Ruminant Animals projects will have a direct impact on the lives of women in many LDCs. In many LDCs women own livestock and are completely responsible for the processing of livestock products which are either sent to market or consumed directly by the family. Opportunities for female extensionists and technicians of developing countries to participate in workshops, field days, short courses and other educational sessions are included under this project.

Several of the forty-one (41) activities under the Sorghum and Millet Collaborative Research Support Program are designed to determine the exact roles and participation of farm women and men in the decision making processes and in farm tasks relating to every aspect of these crops from planting to consumption.

Under the Aquaculture Technology Development project, Auburn University is training LDC women as extension agents in both graduate programs and short term training sessions. These include postharvest processing techniques which are often the domain of females, as well as, certain production aspects.

Included in the scope of work for the research project for Spring and Winter Wheat, Oregon State University is looking into the human nutritional aspects in the development of wheat foods in the LDCs and the role of women to increase the utilization of wheat products.

Under the Social Progress Indicators projects, professional women are making a substantial contribution in the identification of indicators which will permit planners to assess the comparative status of women in the employment field, rates of unemployment, time spent seeking employment, and sources of income during periods of unemployment. In addition, planners will also be able to

Office of Agriculture continued

analyze women's contribution to total household incomes and develop a profile of women headed households which will include the level of household income, the number and ages of household members, and urban/rural status. From this data, LDC planners will be able to plan programs which will enhance the living standards of the rural poor, including women.

Many of the farming systems research efforts in the developing countries being carried out by the International Agricultural Research Centers and their cooperators include elements to identify family labor inputs and how potential changes in technology might affect the family and hired labor. This research often considers the roles of both adult and younger women.

Human Resources Development

In June 1980, the Equity Policy Center (EPOC) of Washington, D.C., sponsored a three-day International Symposium on Women and Their Health with funding from the A.I.D. Offices of Health and Population, the U.S. Department of Health and Human Services, the United Nations Fund for Population Activities, the Pan American Health Organization, the Ford Foundation, and the Asia Foundation. It was attended by some 50 people from 26 countries to consider the health needs of women particularly in developing countries, and to discuss strategies to meet those needs.

The Symposium focused attention on the health implications of women's roles as mothers, workers and individuals. Participants gained a greater understanding of the health problems that women worldwide have in common, and reached consensus about some of the underlying causes of those problems and solutions to them. Among the topics that received particular attention were: (1) the importance of improving women's income-generating potential, to enable them to overcome the most severe economic constraints to improved health; (2) the need for women to participate in health systems as service providers, managers, researchers and policymakers; and (3) the need for health systems to provide care for the whole range of women's health needs, beyond those that relate simply to pregnancy, childbirth and infant care.

Office of Housing

The Housing Guaranty Program has centered its efforts on the individual household. Because women are key members of these households, HG projects are said to be "women-inclusive" with women benefitting from the physical improvements to their families' shelter conditions, and from attendant social, economic and environmental improvements in health, sanitation and family cohesion.

Recently completed shelter sector assessments for Panama and Togo have examined the role of women in terms of shelter, child care, employment and income generation, and health and sanitation. The Panama study identified the problems which arise among many low-income women when the male head of household, in whose name both title and mortgage are registered, abandons the family. While no legal requirements prevent women from being co-signers, common practice has excluded them. As a result, many low-income mothers are left without legal right to their housing units. The Panama assessment contains specific recommendations which will address this issue and assure that women share with their mates legal tenure to their housing.

Recent initiatives in sites and services and upgrading projects include provision of market areas for petty trade, which in many countries is primarily conducted by women, as well as provision of areas within housing units for the development of cottage industries.

The blending of Housing Guaranty funds with development assistance funds in the Improvement Program for the Urban Poor (IPUP) allows for a variety of activities which benefit women. These include education programs in health and sanitation practices, improved access to credit and management training for the development of small business enterprises conducted by women in both trade and cottage industry production, and community facilities which allow for education and job training and child care centers. IPUP programs are being designed along these lines for FY 1978 Housing Guaranty projects in Togo and Liberia.

At present, the Office of Housing has prepared a preliminary set of guidelines for analyzing the barriers to the effective participation of women in the shelter sector and remedial strategies for removing those barriers. The guidelines identify the legal, cultural, social and economic constraints which inhibit the participation of women in shelter programs. They also cover such areas as access to credit for shelter and small-scale enterprises, availability of mortgage and loan life insurance for the head of household and constraints to the delivery of social services which preclude the full participation of women in the employment sector. The guidelines are currently being tested in the field by our field offices to determine their appropriateness before being finalized as standard operating procedures.

Office of Science and Technology

The Office of Science and Technology has two separate programs - one dealing with appropriate technology and science policy, and the second with environment and natural resources. The main component of the program in appropriate technology involves funding AT International. ATI has recently highlighted Women in Development as one of several areas which will be studied for program expansion. Their experience to date includes for example: 1) a grant to the Jamaican Federation of Women for a program to train people for the food processing industry, using locally grown fruit and vegetables as import substitutes and to improve nutrition; 2) a grant to Colombia's Venecia Women's Cooperative Shoe Factory to create a model day care center and demonstrate its impact on worker productivity; 3) a grant to India's Working Women's Forum to help establish a cooperatively owned bank to provide loans and technical help to self-employed women; and 4) a capital grant to the National Council of Women of Kenya to establish a small projects program.

In a related effort, the Office of Science and Technology funded a recently completed contract with Denver Research Institute to strengthen Industrial Research Institutes in LDCs. In addition to explicitly enhancing the role of women in applied research institutes in this program, DRI held a series of Development Training Fora in Thailand and Colombia to provide specific skills for women in organizational planning and program management.

The Office has been less successful in utilizing its program with the National Academy of Sciences to enhance the role of women in science in developing countries. A recent evaluation pointed out that only five per cent of 302 participants in NAS workshops funded under the project were women, and that this is considerably lower than even the 15.6% portion of women in the Life and Physical Sciences in the U.S. In fairness it must be pointed out that NAS calls on senior scientists for these programs (55% over age 50) and women are less represented in this age cohort. Nonetheless efforts are under way to improve the procedures for recruiting women in Science for NAS activities.

The Office's Environment and Natural Resources program will be the nucleus of a soon to be created Office of Environment and Natural Resources. In general the new Office will have three major WID concerns:

1.) Environmental degradation often has a disproportionately negative economic impact on women, as when the productivity of women in woodgathering or market gardening is reduced by deforestation or desertification. Thus WID concerns are emphasized in Office efforts to ameliorate environmental degradation.

2.) Rational exploitation of natural resources creates employment and income. Thus the Office program, which is to provide leadership to the Agency in rationalizing natural resource exploitation, provides opportunities to explicitly and effectively improve employment and income for women in LDCs.

Office of Science and Technology continued

3.) The Office will be managing central A.I.D. programs for training, management improvement and technical assistance and will provide professional opportunities for women in these programs.

As an example, a recently approved project, Forest Resources Management, will focus primarily on reducing forest deterioration in LDCs. In helping A.I.D. missions to develop forestry projects, the project will help provide economic opportunities for women in forestry-related occupations in the rural areas of LDCs. A component of the project will help the Peace Corps field several forestry projects in LDCs, which will include a significant number of women volunteers. Efforts will also be made to hire women professionals and involve women in the resource networks under project financing.

Office of Energy

The Office of Energy incorporates WID concerns generally in its energy programs. The project entitled "Energy Production through Photovoltaic Support" provides a good example. NASA, through this project, has set up a solar water pump and grain grinder in the village of Tangaye in Upper Volta. Both of these functions are primarily performed by the women and children of the village. It now takes minutes rather than hours to grind the daily amount of grain, and water no longer has to be hauled from long distances. Women now have more time to plant larger crops and to start cottage industries. This project is now expanding to demonstrate the use of photovoltaic energy in health delivery, communication and education which should impact beneficially in a variety of ways.

The Office of Energy also has several training programs and encourages the Missions to identify women for these programs. At the University of Florida seven women participated in the "Training in Alternative Energy Technology Program". Nine women have been trained in the three sessions already held of the "Energy Management Training Program". The women who participated ranked in the top half of the program. Another program entitled "Training in Conventional Energy" is in the early stages of development and here too the Missions will be encouraged to identify women for training.

VITA (Volunteers in Technical Assistance) is implementing the Office of Energy's "Low Cost Technology for the Rural Poor". Sub-projects under this program also benefit women directly and indirectly. For example, VITA funded a cottage industry in Kaya in Upper Volta which builds wood stoves. The business is partially owned by two women and employs women who visit the surrounding villages disseminating information and training women in the use of these stoves. Similarly VITA is having a film strip prepared in Guatemala for teaching women to use the Lorena stove (an efficient stove made from clay and sand).

Office of International Training

There are now instances of funding of special projects set aside to specifically increase the role of women in LDC development. Two Moroccan programs, one in Industrial/Commercial Job Training for Women (608-0147) Masters Degrees in Vocational Education--2, Social Psychology--1, Educational Psychology--1, Economics--2 under AMIDEAST; and the other in Non-formal Education (608-0139) (5 women and 1 man) being handled by New TransCentury Foundation with World Education, are cases in point as is the Yemen Basic Educational Development Project under contract with Eastern Michigan University (1 woman in Masters program).

Funding for a specific "women's training project" as such is still rare. The application of the policy to seek a greater role for women in the development process depends more on circumstances and individual predilections in large measure but seems to be gaining ground. When our overseas Missions have funds for training, the candidature of women is often actively encouraged and women may even be given some preference in competition for nomination. We have no proof to document this, just a general reading of a variety of indicators.

It probably needs to be reiterated that the funding priorities for training are determined at the USAID level in conjunction with the Host Government development plan. DS/IT has no central funds to allocate. Negotiations of points of emphasis for U.S. assistance are accomplished in the field.

Over the past three years, five training programs for women were conducted by the Centre for Population Activities, Washington, D.C. Seventy-five A.I.D.-sponsored participants have attended a five-week seminar workshop for women in Planning and Management of Service Delivery Programs in Family Planning, Health, and Development.

These women were in mid-level supervisory positions in government or private/voluntary family planning or related service organizations. One objective of the program was to have the women leave with the understanding that their determination to help other women through training, services or commodities is a crucial step in improving the status of women. Areas of representation are:

Africa	32
Middle East	14
Asia	12
Latin America and the Caribbean	8
Other (Contracts)	9

Participants from the following countries followed programs under the auspices of the African-American Labor Center.

Bahamas	1
Botswana	2
Ghana	2
Kenya	6
Lesotho	2
Liberia	2
Mauritius	2
Seychelles	2
Sierra Leone	2
Zambia	2

Presently 1,178 women participants from the following regions are in A.I.D.-sponsored programs here in the United States or in third countries.

Middle East	167
Asia	216
Africa	442
Latin America	296
Europe	17
Other Regions	40

At this stage - July 1980 - and the priorities change frequently - over 27 percent of all training nominations received in DS/IT are in agriculture-related fields. The other areas of greatest emphasis at this point are:

Education	26%
Public Administration	13%
Health	10%
Industry	8%
POP/Family Planning	6%
Labor	4%

USDA conducts one major program "Management and the Role of Women in Development" for six weeks a year for women in development training. The average attendance is ten.

Office of Population

The burden of unwanted and excessive childbearing fall disproportionately on the poor women of the world. Therefore, the provision of contraceptive and family planning services to a large number of women throughout the world is of direct benefit to their health and welfare. In addition, the Office of Population supports a wide variety of other activities in which the interests of women in developing countries figure predominantly. These may be roughly grouped into three types: training for women, improving women's access to income generation activities and services, and assessing the status of women.

Training Opportunities:

In many cases, while the client population for family planning services is primarily female, the managers of family planning programs and health care delivery persons are often male. To help correct the imbalance, the Office designed and implemented advanced practical training for family planning managers which was active through 1980 and many female managers were trained. This program will be resumed and strengthened for 1981 or 1982 with a special program exclusively for women managers. To increase the number of women actually delivering health and family planning services, two projects, one directed at physicians (JHPIEGO) and the other directed to para-medical and auxiliary family planning workers (PAC-Training) have increased the number of beneficiaries who are female. Each of these programs has sub-activities which are women only--for example, extension of training special non-physician back-up through the JHPIEGO and the delivery of non-clinical family planning services through PAC-Training.

Improving Women's Access to Income Generating Activities and Services:

As a specific component of community based distribution of family planning, operations research projects have included: the attachment of income generating activities to delivery of health and family planning services and information; increasing the literacy of females through family life educations; and projects which strengthen women's groups as both consumers and beneficiaries of improved family planning availability.

Analysis of the Status of Women:

As a prelude to actions to improve the status of women, accurate data relating to their social and economic status is essential. All basic demographic data collection activities include a wealth of information on the behavior and other characteristics of women respondents. Recognizing this, the Office has two activities which have analyzed these data for information about the lives of women. The 1980 Round of Census project supports the preparation of ten country documents which use most recent census data to illustrate the status of women. These reports are prepared by developing country representatives and part of their scope of work includes presenting the programmatic implications of the report to decision makers within their governments. The Population Policy Analysis project solicited research which might inform policy makers in the developing world about the interactions between women's status, their access to education, their labor force participation, and their fertility desires and behaviors.

OFFICE OF POPULATION

936-3006 - FAMILY PLANNING ASSISTANCE THROUGH HOME ECONOMICS

This project utilizes developing countries' home economics education and extension facilities and personnel to provide family planning and population information, education and services to urban and rural poor.

WOMEN'S COMPONENT: Training is provided to home economics leaders, teachers, and outreach workers who are in daily contact with girls in developing countries' school systems and with women and out-of-school youths in urban and rural areas. This project incorporates population and family planning (P/FP) knowledge and practice into home economics programs in selected developing countries through the development, adaptation and translation of specialized P/FP curriculum materials for developing countries' home economics and extension education systems. Its primary purpose is to motivate and educate girls and women in acceptance of P/FP concepts and practices.

FY Life: FY 1978 - FY 1983	FY 1979	FY 1980	FY 1981
Project Total: ($000)	698	500	283
Attributable to WID:	698	500	283

OFFICE OF POPULATION

932-0632 - FERTILITY IMPACT: FAMILY PLANNING PROGRAMS

This project assists in the implementation and systematic analysis of family planning service delivery based on the household/community-based model.

WOMEN'S COMPONENT: In many of these projects lay women and nurses receive training in family planning and health issues so that they may perform new functions. Many of these programs provide new earning potential through salaries, commission and/or development of handicraft units.

FY Life: FY 1974 - FY 1983	FY 1979	FY 1980	FY 1981
Project Total: ($000)	5,745	6,100	6,066
Attributable to WID:	1,724	1,839	2,000

932-0627 - TRAINING FOR FAMILY PLANNING MANAGERS

This project provides training in management skills to administrators of family planning programs from selected LDC's to help institutionalize such management training in these countries.

WOMEN'S COMPONENT: Last year 68% of the 246 persons trained under this grant were women. This year the Women in Management component has split off as a separately funded project so that the proportion of women will approximate 50%.

FY Life: FY 1977 - FY 1982	FY 1979	FY 1980	FY 1981
Project Total: ($000)	500	500	300
Attributable to WID:	340	250	150

OFFICE OF POPULATION

932-0635 - POPULATION POLICY ANALYSIS

This project supports a series of country specific policy development activities, concentrated in Latin America. Activities supported are: seminars, workshops, and research projects.

WOMEN'S COMPONENT: The women's component of this project focuses on the generation of information and studies on the role of women as it impacts on fertility and fertility regulation policy in various countries.

FY Life: FY 1977 - FY 1983	FY 1979	FY 1980	FY 1981
Project Total: ($000)	297	750	1,200
Attributable to WID:	178	450	700

932-0622 - 1980 ROUND OF CENSUSES PROJECT

This project assists developing countries undertaking censuses in the 1980 round to increase the accuracy and timing of data available through census data collection.

WOMEN'S COMPONENT: Technical assistance is being given by Data Use and Access Laboratories (DUALabs) to ten developing country authors in the writing of a woman's report using census data. The report authors are appointed by their country to write a report on women using their country's most recent census data. DUALabs provides assistance with data processing, tabulations and analysis as requested by the authors. Conferences of the report authors are held about once a year to facilitate exchange of ideas and experiences.

FY Life: FY 1979 - FY 1982	FY 1979	FY 1980	FY 1981
Project Total: ($000)	1,430	1,000	1,402
Attributable to WID:	120	165	200

OFFICE OF POPULATION

932-0644 - PARAMEDICAL/AUXILIARY FAMILY PLANNING PERSONNEL TRAINING

This project provides training in family planning related fields. Regional responsibility for training paramedical, auxiliary and community workers is assigned to three contractors. Over a 5-year period, together they will provide training for 77,000 auxiliaries, 65,000 community workers, 12,000 nurses and midwives and 3,000 managers.

WOMEN'S COMPONENT: By contracting with local and regional LDC training groups, the contractors will be able to provide training for large numbers of PAC personnel in useful and practical skills for which there is an immediate demand. It is estimated that over 50% of the trainees in this program will be women. As a result of this training program their economic and social position is likely to be significantly improved.

FY Life: FY 1979 - FY 1984	FY 1979	FY 1980	FY 1981
Project Total: ($000)	4,785	5,200	6,600
Attributable to WID:	1,585	1,733	2,100

932-0604 - PHYSICIANS AND NURSES POST-GRADUATE TRAINING IN REPRODUCTIVE HEALTH

This project provides training and equipment for physicians and nurses who are generally themselves trainers. Training is increasingly being done in centers overseas. Leading medical personnel from over 70 countries have participated to date.

WOMEN'S COMPONENT: In this worldwide program to improve LDC training and services in the field of reproductive health through post-graduate training of national medical leaders, approximately 22% of the present participants are women. In-country training programs for improving the skills of operating room nurses are now scheduled to take place or are taking place under this project in eight countries.

FY Life: FY 1973 - FY 1982	FY 1979	FY 1980	FY 1981
Project Total: ($000)	571	8,100	5,618
Attributable to WID:	49	695	858

OFFICE OF AGRICULTURE

931-0236.10 - RURAL POOR SURVEY

This project is designed to analyze survey data on the rural poor in El Salvador, with emphasis on the landless, women and off-farm employment opportunities. A sample of 1,400 rural households was carried out with USAID/ES funding. This cooperative agreement with Ohio State University finances in-depth analysis of these data.

WOMEN'S COMPONENT: Analysis of the roles and responsibilities of women in rural households of El Salvador will be conducted.

FY Life: FY 1978 - FY 1981	FY 1979
Project Total: ($000)	136
Attributable to WID:	27

931-0236.05 - PROGRESS INDICATORS FOR MEASURING THE LEVELS OF LIVING OF THE RURAL POOR

This project is designed to develop a replicable socio-economic indicators system to measure the levels of living of the rural poor for utilization in the planning, design and evaluation of rural development programs and projects.

WOMEN'S COMPONENT: This activity will help to integrate women into the economy of their respective countries through the development of a socio-economic indicators system which will adequately include data concerning the income-earning capacity of women. Data concerning the economic contribution of women has often been difficult to obtain and the information collected about the rural poor has been inadequate. This project attempts to address this problem through the addition of appropriate elements in the multipurpose household survey concerning women's contributions.

FY Life: FY 1979 - FY 1983	FY 1979	FY 1980	FY 1981
Project Total: ($000)	200	200	200
Attributable to WID:	40	40	40

TYPE II PROJECTS FOR DEVELOPMENT SUPPORT BUREAU
($000)

PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
OFFICE OF POPULATION				
932-0622-1980 Round of Censuses	120	165	200	--
OFFICE OF AGRICULTURE				
931-0236.10-Rural Poor Survey	27	--	--	--
931-0236.05-Progress Indicators	40	40	40	--
TOTAL	187	205	240	--

TYPE III PROJECTS FOR DEVELOPMENT SUPPORT BUREAU
($000)

PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
OFFICE OF POPULATION				
932-0635-Population Policy Analysis	178	450	700	--
932-0644-Paramedical/Auxiliary Family Planning	1585	1733	2100	--
932-0604-Physicians and Nurses Post Graduate Training	49	695	858	--
932-0632-Fertility Impact	1724	1839	2000	--
932-0627-Training for Family Planning Managers	340	250	150	--
936-3006-Family Planning Assistance	698	500	283	--
TOTAL	4574	5467	6091	--

AFRICA

AFRICA BUREAU PROGRAMS

The Africa Bureau continues to maintain the integration of women in development among the principal objectives of its projects and programs, placing greater emphasis on building women's components into new and on-going projects than on designing projects to benefit women only. To assure that WID concerns are incorporated into project design and implementation, the Bureau has established a Women in Development (WID) Committee, composed of staff from from the technical, program and geographic divisions within the Bureau, as well as other appropriate Agency personnel responsible for programs in Africa. The Committee meets on a monthly basis to suggest ways in which African women can participate in and benefit from the Bureau projects, to promote the exchange of information with other A.I.D. offices concerned with African women's development, and to identify available resources (financial and technical) which can be tapped to respond to missions requests for assistance. Technical officers responsible for reviewing projects have been requested to do so with an eye towards assessing the impact of the project on women and encouraging the participation of women in the processes of development and implementation of projects in which A.I.D. is involved. The WID Committee is chaired by the Deputy Director for technical operations.

In addition, the Bureau has several regional programs to assist and benefit women. Under the African Manpower Development Training Project the Bureau supports, through the African American Institute, The African Graduate Program (AFGRAD) which provides graduate fellowships to Africans; the Development Training Program for Portuguese speaking Africans which provides short-term training of 6 to 18 months duration; and the Development Training Program for Southern Africans. Women's participation in the AFGRAD Program is considerably above the proportion of female to male graduates of African universities and they participate at a level of approximately 40 percent in the training program for Portuguese speaking Africa and 30 percent in the Southern Africa training program. Efforts are underway to increase women's participation in training programs in Africa. The African Women in Development Project, approved in FY 1976 for five years has been amended to run through FY 1985. The project was designed to focus more intensively on women's problems and provides missions with a means to respond to governments requests to assist women to engage in experimental, innovative activities in development-oriented areas. New activities include extension services for rural women in Kenya, skills development training for women in Togo, a profile of women in Liberia, a credit seminar for women in West Africa and continued support to the gara cloth industry in Sierra Leone. The Bureau also supports the Economic Commission for Africa (ECA) activities of the Africa Training and Research Center for Women (ATRCW) and provided $60,000 to support, through the National Council of Negro Women (NCNW) the participation of African women in the U.N. World Conference on Women in Copenhagen in July 1980. Twenty women holding mid-level management or leadership positions in women's bureaus, ministries or women's organizations in Mauritania, Gambia, Mali, Senegal, Kenya, Tanzania, Lesotho, Burundi, Somalia, Togo, Sierra Leone and Ghana were selected to participate in the Conference.

At the field level formal and informal discussions of women in development issues were included in the Project Design Conferences held by the Regional Economic Development Services offices (REDSO) in East and West Africa and both REDSO offices have utilized the services of female consultants and contractors who have provided substantial technical assistance to missions in designing, implementing and evaluating projects from a women in development perspective.

A.I.D. field missions are also accelerating their women in development efforts. The missions in Ghana, Somalia and Zaire have requested technical assistance for expansion of a rural women project, to assist in modifying on-going projects and to develop in-kind credit programs for rural women respectively; the Sudan mission supported a women in development symposium for Sudanese women; the mission in the Cameroon commissioned a study on the economic development of women in the Cameroon; a preliminary study has been done on the integration of women in development in Zambia, Botswana and Lesotho and a women in development Sahel-workshop was held in Upper Volta.

Other Africa Bureau and field supported women in development projects are described in the section which follows.

AFRICA REGIONAL

698-0388 - AFRICAN WOMEN IN DEVELOPMENT

This project aims to increase the income, productivity and welfare of African women in rural areas by expanding their capability as contributors to development. The project provides A.I.D. field missions with a means to respond quickly to government requests to assist women to engage in innovative activities in development-oriented areas of health, nutrition, family planning, skills training and farm production. To be funded, a subproject must be innovative and experimental in nature; emphasize A.I.D. and host country government priorities; help rural low-income women farmers, artisans or service workers; involve women in the identification of their own needs; and be potentially replicable.

FY Life: FY 1975 - FY 1985	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	925	419	450	600
Attributable to WID:	925	419	450	600

CAMEROON

631-0033 - SUPPORT TO BASIC EDUCATION

This project will provide support to basic education programs in the North and Northwest Cameroon.

WOMEN'S COMPONENT: The project will train female primary school teachers, encourage and increase female enrollment in primary schools, and assist Cameroon in converting all male teacher training colleges into co-educational institutions. Relevant curriculum will be developed to cover basic life skills. Included in this will be numeracy, literacy and introduction of radio as a teaching aid for both children and adults.

FY Life: FY 1981 - FY 1984	FY 1981	FY 1982
Project Total: ($000)	7,725	1,000
Attributable to WID:	3,090	400

631-0031 - HIGHER EDUCATION FOR DEVELOPMENT

This project finances the building of a University Center for Agriculture and supporting programs in training, research and extension services. The center will include the development of a 200 hectare experimental farm devoted to food crop research.

WOMEN'S COMPONENT: The center will train women as part of the overall program to be middle and high-level technicians and managers for Cameroon's public and private agricultural enterprises and institutions. Training, research and extension programs will emphasize the needs of small farmer food producers, most of whom are women.

FY Life: FY 1981 - FY 1985	FY 1981	FY 1982
Project Total: ($000)	9,000	1,000
Attributable to WID:	1,800	200

AFRICA

CAMEROON

631-0035 - CENTERS FOR TRAINING FARM FAMILIES

This project will establish a region-wide network of agricultural innovators who will use improved methods of agricultural production and pass these methods on to their neighbors. A.I.D. has financed the establishment of four training centers and one regional coordinating center of the on-going multi-donor project in Northern province. Five of the twelve training centers planned for the project are now in operation with classes of twenty-five farm couples per center per year. Two hundred couples have completed training cycles and as a group have demonstrated that their production of peanuts, sorghum and cotton is over 50% higher than before training. Because of the demonstrated success in Phase I, the Government of Cameroon has requested support for the establishment of an additional twelve training centers. Training for selected returnee couples in applied technology and home economics will take place in Phase II of the project.

WOMEN'S COMPONENT: Only married couples, preferably with children, are trained at the center. The women, in addition to learning farming skills such as animal traction and improved farming methods, also learn basic homemaking, sanitation, and household economy. Nutrition for the whole family is also emphasized.

FY Life: FY 1982 - FY 1985	FY 1982
Project Total: ($000)	1,500
Attributable to WID:	750

631-0001 - NORTH CAMEROON SEED MULTIPLICATION

This project is designed to increase the productivity of small farmers in North Cameroon who are engaged in the production of peanuts and sorghum. Under the project new varieties of seed are selected and multiplied at government centers and contract farmers.

WOMEN'S COMPONENT: Women are cultivators of peanut and sorghum. They are included as contract farmers and benefit from the improved seed variety.

FY Life: FY 1976 - FY 1980	FY 1980
Project Total: ($000)	165
Attributable to WID:	

CAPE VERDE

655-0006 - WATERSHED MANAGEMENT

A component of this project is employment of farm families to construct check dams, terraces, and small-scale land improvement projects. Past experience gained under the A.I.D. Rural Works Project indicates that laborers trained in building conservation works results in a number of the better workers promoted to supervisory and technical positions.

WOMEN'S COMPONENT: About 30% of the workers are women. Many have received on-the-job training in masonry and other construction skills, and a number have advanced to the position of foreman in charge of work crews building retaining walls.

FY Life: FY 1979 - FY 1982	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	1,000	1,457	2,122	1,696
Attributable to WID:	100	146	212	170

GHANA

641-0093 - RURAL WOMEN OUTREACH

This project will build on earlier A.I.D. efforts which provided assistance to or through the National Council on Women in Development (NCWD), the Ghana Assembly of Women (GAW) and the various private voluntary organizations which are supportive of the objectives of women in development. Increased sources of income for rural women and their families will be generated through the addition or improvement of cottage industries. The project will also develop and promote techniques to lighten burdensome tasks of rural homemakers, enabling them to devote more time to other activities such as cooperatives, small enterprises and increasing skills in agriculture, home management and crafts.

FY Life: FY 1982 - FY 1986	FY 1982
Project Total: ($000)	500
Attributable to WID:	500

KENYA

615-0172 - ACCELERATED DEVELOPMENT PROGRAM IN ARID AND SEMI-ARID LANDS

This project will assist the Government of Kenya in its efforts to establish a basis for a national accelerated development program in arid and semi-arid lands (ASALs) through (a) enhancement of administrative, planning and technical capabilities, and (b) testing and proving an array of activities in soil and water conservation and tillage methods. The project will assist Kenya to improve and preserve the agricultural production base in portions of Kitui District.

WOMEN'S COMPONENT: Women's groups will be utilized to perform labor on pilot projects while learning improved methods of soil conservation. The project will also help them obtain improved farm implements. Recent studies show that up to 25% of Kenyan farms have women headed households and that women perform a large part of the farm work in addition to soil conservation work.

FY Life: FY 1979 - FY 1982	FY 1981	FY 1982
Project Total: ($000)	2,000	3,000
Attributable to WID:	1,000	150

615-0210 - WOMEN IN DEVELOPMENT-PARTNERSHIP FOR PRODUCTIVITY (PFP)

This project will enable PFP (a Kenyan private voluntary organization, which has an ongoing program of business advisory and lending services to small rural entrepreneurs in western Kenya) to strengthen and expand its services to women entrepreneurs and to women's organizations. This strengthened capacity of PFP will permit the organization to effectively address such problems as over-involvement of husbands in the economic decision-making process; the burden on women, as a class, of having to divide their time unproductively between business and home; and the informal but real discrimination against rural business women. Specifically, the project will permit PFP to train and redirect its staff to emphasize women's special needs and potential in rural economies, to initiate pilot activities, and to conduct women-oriented seminars and workshops.

FY Life: FY 1980 - FY 1982	FY 1980
Project Total: ($000)	125
Attributable to WID:	125

LESOTHO

632-0069 - MANPOWER DEVELOPMENT AND TRAINING

This project is designed to reduce the critical shortages of trained manpower mainly in the fields of agriculture, health education and other public service areas, while strengthening the public sector's institutional capability to meet development needs.

WOMEN'S COMPONENT: It is estimated that approximately 210 Basotho women will receive overseas and in-country training.

FY Life: FY 1978 - FY 1983	FY 1980	FY 1981	FY 1982
Project Total: ($000)	1,796	3,400	2,909
Attributable to WID:	180	340	290

632-0058 - RURAL HEALTH DEVELOPMENT

This two phase project will provide rural health technicians to work with the Ministry of Health to upgrade its management, administrative and planning capabilities. Additionally, the project will train 125 nurse clinicians, 165 nurse assistants and approximately 1,000 health workers.

WOMEN'S COMPONENT: It is estimated that almost all these health trainees will be women. There will be an accrued benefit to them in terms of increased wages, increase in health care skills, leadership and responsibility in community health programs. They will serve as models for Basotho women in other development fields.

FY Life: FY 1977 - FY 1982	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	200	304	550	495
Attributable to WID:	-	72	-	84

LESOTHO

632-0080 - NATIONAL UNIVERSITY OF LESOTHO, INSTITUTE OF EXTRA-MURAL STUDIES (IEMS)

This project will provide technical and professional expertise for assisting in the institutional development plan of the Maseru campus, for the Institute of Extra Mural Studies, which is to provide life long adult education opportunities at both the formal and the non-formal level to the Basotho adult learner.

WOMEN'S COMPONENT: Institute of Extra Mural Studies (IEMS) contains six departments: Communications, Part Time Degree Studies, Business Education, Community Development, Labour Studies and Short Courses, Conferences and Seminars in Non-formal Education. The project is providing two Americans, a Program advisor and a program anayst/evaluator, who is a woman, to assist these departments in planning their porgrams on the certificate, diploma and degree level. Fifty percent of the student audience are women. The project also embraces an A&E design of the Maseru campus for IEMS, whose focus will be to serve the working adult population in their life-long educational needs.

FY Life: FY 1978 - FY 1984	FY 1980	FY 1981	FY 1982
Project Total: ($000)	500	1,000	745
Attributable to WID:	150	300	224

LESOTHO

632-0061 - INSTRUCTIONAL MATERIALS RESOURCE CENTER

This project is developing prototype institutional materials and national curriculum for the National Teachers Training College and selected primary and secondary schools.

WOMEN'S COMPONENT: Participant training involves sending a number of women faculty members for Bachelor and Master degrees in their respective fields so that they may work with instructional materials technicians in the design of new national educational materials and curriculum. Approximately 60% of the students in the primary and secondary schools, who will benefit from these materials, will be young women.

FY Life: FY 1977 - FY 1982	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	434	1,484	600	391
Attributable to WID:	174	594	240	156

931-1054 - LESOTHO DISTANCE TEACHING CENTER (LDTC)

This project is developing a needs analysis of non-formal education structures for the adult population of Lesotho in both urban and rural areas. It then structures various programs of non-formal education by radio, pamphlets, booklets, seminars, visual displays to meet educational needs in literacy, health, agriculture, population planning, Cambridge exams, road safety, etc.

WOMEN'S COMPONENT: More than half of the non-formal education audience are the women of Lesotho. Approximately 30 women are members of the total staff of 60 of the LDTC and participant training funds will enhance their non-formal education skills through additional training.

FY Life: FY 1980 - FY 1982	FY 1980	FY 1981	FY 1982
Project Total: ($000)	870	550	540
Attributable to WID:	435	275	270

LESOTHO

632-0218 - AGRICULTURE PLANNING

This project is designed to increase the institutional capacity of the Ministry of Agriculture (MOA) to make decisions based on planning and policy analysis through support to its Planning Division. Project activities are designed to represent a logical outgrowth and culmination of previous development efforts toward establishment of the Planning Division as a complete, effective, qualified, and efficient control center for the agricultural planning effort. Consequently, the project focuses on (1) refining the planning structure to ensure that it will serve the MOA's planning needs, (2) staffing the structure with qualified persons, and (3) refinement and further development of planning procedures and methodology.

WOMEN'S COMPONENT: The Chief Agricultural Planning Officer, who directs the MOA Planning Office, is a woman, as are four of the other eight members of the Planning Office staff. The project will encourage the Government of Lesotho's acceptance of qualified female candidates for A.I.D.-funded technical assistance positions, and will also encourage the Government of Lesotho to put forward qualified female candidates for participant training and in-country training. The secondary and tertiary effects of the project will disproportionately affect women. Sixty to seventy percent of the rural households are de facto headed by women as working age males are away in South Africa working in the mines. (A full one-third of rural households are headed by widows.) As the MOA is better able to plan agricultural development resulting in better utilization of resources, it will be the rural farm families which will benefit.

FY Life: FY 1980 - FY 1984	FY 1980	FY 1981	FY 1982
Project Total: ($000)	1,040	905	714
Attributable to WID:	104	91	71

LESOTHO

632-0211 - WEAVING TRAINING

This project provides advanced training in weaving mohair and improving design techniques for 15 supervisors of various weaving cooperatives in Lesotho under the coordination of the Kingdom of Lesotho Handicraft Association. Three weaving consultants from Great Britain and the USA (two of whom are women) trained the supervisors, so they themselves, can train 550 Basotho women weavers in advanced weaving skills and design.

The project will also focus on a marketing research analysis for Lesotho mohair handicrafts in the USA with a view toward establishing a profitable market for such handicrafts. The beneficiaries of this project are entirely Basotho women, who live in the rural areas and increase their family income through weaving various mohair handicrafts, ranging from blankets, tapestries, rugs, shawls, handbags, etc.

FY Life: FY 1979 - FY 1981	FY 1979
Project Total: ($000)	145
Attributable to WID:	145

LESOTHO

632-0065 - FARMING SYSTEMS RESEARCH

This project is directed towards the goal of improving the quality of rural life in Lesotho through increasing the rural income of Basotho farmers. To contribute to these objectives, the project has set as its purposes and primary focus the creation of farming systems as "rural enterprise mixes" that will significantly improve the farmers' productivity. Although largely oriented towards adoptive research and institution-building, emphasis will be on finding the most appropriate means of transferring knowledge and gaining farmers acceptance of recommended technology. This requires that the project be "farmer-oriented" and that rural enterprise mixes be developed which are acceptable to farmers, sensitive to their management capability, appropriate to their resources, and protection of the country's seriously eroded land base.

WOMEN'S COMPONENT: This project is studying possible new roles for women, including the question of women being farm managers capable of making decisions while the husband is away employed in the Republic of South Africa. Recognizing the importance and influence of women, the Government of Lesotho and project team has included women among the Ministry of Agriculture's field staff employed to implement the project. Development of appropriate enterprise mixes will give consideration to the fact that a large number of the farm units involved in project tests and replication efforts will be managed by women at least part, if not all, of the time.

FY Life: FY 1978 - FY 1983	FY 1980	FY 1981	FY 1982
Project Total: ($000)	1,300	1,765	1,400
Attributable to WID:	130	177	110

MALI

688-0208 - RURAL HEALTH SERVICES DEVELOPMENT

This project's activities will include (1) recruitment, selection, and training of public health workers at various levels within demonstration zones in three regions; (2) "community diagnosis," a data profile of health and related information which defines the health problems and resources of a community; (3) implementation of simple diagnostic/curative health services in the demonstration areas; and (4) provision of medicine and equipment necessary for the functioning of the low-cost rural health services system.

WOMEN'S COMPONENT: Of the 240 village health workers to be trained an estimated 40 will be women. Trainers of the village health workers will be professional health workers in the Ministry of Health. Of the 60 trainers, an estimated 4 will be women.

FY Life: FY 1977 - FY 1982	FY 1980	FY 1981	FY 1982
Project Total: ($000)	260	650	700
Attributable to WID:	5	20	20

688-0213 - ACTION BLE

This project seeks to improve the grain production of small farmers in the Dire area of the Sixth Region in a manner which maximizes farm revenue. Five hundred small diesel pumps, agricultural inputs and technical assistance will be provided to 2,400 small farm families to increase production of wheat and sorghum. Farmers will reimburse cost of pump at 8% interest.

WOMEN'S COMPONENT: Studies underway will identify constraints to full integration of women into the local economy. Action-Research funds are reserved for gardening/fruit tree projects and health intervention. Women will also be targeted for functional literacy program.

FY Life: FY 1978 - FY 1983	FY 1980	FY 1981	FY 1982
Project Total: ($000)	300	500	1,000
Attributable to WID:	-	15	-

MALI

688-0206 - ACTION RIZ-SORGHO

This project will improve rice production in two areas through the introduction of improved seeds and better agricultural practices; the installation of water control gates and fish screens; the construction and preparation of dikes, and installation of a field research station for the introduction of improved techniques in use of fertilizers, animal traction and oxen-drawn water-lifting wheels on a pilot basis.

WOMEN'S COMPONENT: In the region selected, 48% of persons active in agriculture are women. The project will introduce technology to relieve women of certain laborious tasks such as land preparation, weeding, threshing and milling. Women constitute 15% of the participants in this project.

FY Life: FY 1976 - FY 1984	FY 1980	FY 1981	FY 1982
Project Total: ($000)	350	600	500
Attributable to WID:	53	90	75

688-0225 - TRAINING CENTER FOR RURAL WOMEN

This project continues activities begun under project number 688-0209, Community Development for African Women. Major activities of the project are completion of construction of the training center; development and installation of a detailed curriculum and trained staff; selection and training of village women; and follow-up activities in support of persons trained to reinforce and replicate classroom work, and to evaluate programs and impact. Courses will be one month in duration, except for the three-month course in functional literacy. Training will be in three categories: (1) family health, child-care, nutrition and home economics; (2) agricultural production, and (3) functional literacy, civics and management of small business.

FY Life: FY 1980 - FY 1982	FY 1980
Project Total: ($000)	500
Attributable to WID:	500

MALI

688-0221 - DEVELOPMENT LEADERSHIP TRAINING

This project will improve the management of major Malian institutions by training 60 of Mali's potential leaders, at the Master's degree level, in areas of economic planning, public administration, business administration and finance, and educational planning. Participants will conduct thesis research in Mali under the direction of a professional advisory group. An annual symposium on management will be held in Mali in which advisors and Malian participants will participate.

WOMEN'S COMPONENT: Special efforts will be made to include as many women participants as possible. Two of the seven members of the selection committee are women. In addition, the committee has agreed that each department proposing candidates must propose some female candidates. Travel expenses for husbands or combined study periods for husbands and wives are two possible measures to be used to increase the number of women participants.

FY Life: FY 1980 - FY 1984	FY 1981	FY 1982
Project Total: ($000)	350	2,045
Attributable to WID:	70	400

688-0210 - OPERATION HAUTE VALLEE

This integrated rural development project aims to increase arable land usage, agricultural production and standards of living in the Haute Vallee Region of Mali. Agricultural production components include: agricultural credit program, animal traction program, extension program, and rehabilitation of Bancoumana polder rice irrigation. Other components include: Road construction, functional literacy, training, health, and construction of headquarters offices.

WOMEN'S COMPONENT: Women are encouraged to and do participate in the functional literacy program. The Project may be starting special women's classes this year.

FY Life: FY 1978 - FY 1983	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	5,033	3,150	3,000	3,755
Attributable to WID:	50	50	50	50

MALI

688-0202 - OPERATION MILS (OMM) CROP PRODUCTION

This project is an integrated rural development project in Mali's Fifth Region. A.I.D. first began supporting OMM during the drought in the early 1970's. Phase I was authorized in mid 1976 and was funded for three years. Its goal and purpose were, respectively, to reduce Mali's overall food deficit and to increase the production and marketing of rainfed crops. Phase II, started in December 1979, seeks to augment income and improve the well-being of farm families by increasing the production of rainfed crops. Activities include: data management studies and planning, agricultural research, Dogon vegetable production, extension system, village associations, credit and agricultural equipment/supplies/distribution, road construction, blacksmith program, and administrative support. Total funding of Phase II is $9,962,000.

WOMEN'S COMPONENT: Women's access to modern agriculture has been limited. To help understand these constraints, the Mission and the Mali Government have supported two research studies in the past few years which included an assessment of the role of women in the project zone. Within a selected project pilot village, major emphasis will be placed on recruiting women for an extension education program, specially designed in cooperation with animatrices and Peace Corps Volunteers, to address women's needs.

FY Life: FY 1976 - FY 1983	FY 1980	FY 1981	FY 1982
Project Total: ($000)	2,380	2,060	3,270
Attributable to WID:	-	15	

MALI

688-0207 - AGRICULTURAL OFFICERS TRAINING

This project will finance the construction and improvement of one agricultural apprenticeship center and provide appropriate technical assistance. The center is expected to supply 80 well-trained graduates per year who will serve as junior-level technicians directly responsible for the implementation of agricultural development projects. Plans provide 20 places for women trainees at the centers

WOMEN'S COMPONENT: Twenty women will be trained as junior level agricultural technicians. Training for men and women will be integrated during the first two years of the program; a French-speaking home economist/rural development consultant will organize a special third-year program for the women, as well as study the status of women within the Ministry of Agriculture.

FY Life: FY 1977 - FY 1982	FY 1980	FY 1981	FY 1982
Project Total: ($000)	920	1,100	3,500
Attributable to WID:	-	38	114

698-0410.14 - FUNCTIONAL LITERACY IN THE FIFTH REGION

This project has established a functional literacy program conducted in national languages of the region. The overall direction of the project is carried out by the related A.I.D. project Operation Mils which provides agricultural inputs, extension and marketing services in the Fifth Region of Mali. The operation has demonstrated increasing ability to deliver services to villagers and is looking for more ways to involve women in the outreach programs.

WOMEN'S COMPONENT: Seven women are taking part as teachers. Special attention is paid to women's involvement in the project. Curricula developed for women will deal with home economics, mathematics for marketing and use of farm implements. Revisions of materials on maternal and child health care and other health practices will be made in conjunction with activities of the rural health project separately financed by A.I.D.

FY Life: FY 1979 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	123	100	46
Attributable to WID:	18	15	7

MAURITANIA

682-0207 - OASIS DEVELOPMENT

This project will select, and test in six oasis areas, various measures which oasis communities can undertake to increase their productivity and insure their permanent viability. Such measures include new water delivery methods, new planting techniques, the introduction of new crops, and the creation of living fences.

WOMEN'S COMPONENT: Project efforts will be particularly directed to increasing both the quantity and quality of female productive activities in oasis agriculture.

FY Life: FY 1980 - FY 1985	FY 1980	FY 1981	FY 1982
Project Total: ($000)	1,142	1,000	1,500
Attributable to WID:	399	525	350

682-0204 - VEGETABLE PRODUCTION

This project provides a nutritionist and female Peace Corps Volunteers (home economists) to train women from local villages in vegetable food preparation techniques. Complementary to the food preparation component, the home economist, with the guidance of the USAID sociologist in Nouakchott is collecting data on women's role in vegetable production.

The vegetable production techniques component may be expanded to include preparation of weaning foods, food preservation and processing, infant feeding or other aspects of nutrition education. Female counterparts will be identified to work with the home economists to insure continuation of this educational process once the project ends.

FY Life: FY 1978 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	675	795	500
Attributable to WID:	405	477	300

MAURITANIA

682-0201 - INTEGRATED RURAL DEVELOPMENT - GUIDIMAKA

This project is designed to assist the Government of Mauritania to increase food production among inhabitants of Guidimaka region without the use of automated machinery or costly inputs, and to extend the technically and socially appropriate approaches developed to an area around Selibaby. Current accomplishments include the planting of millet and sorghum trial plots, the initiation of animal traction for plowing in the region and the training of extension advisors.

WOMEN'S COMPONENT: Stimulated by the findings of a study in Mauritania, the project has added a female Agriculturalist to its staff. She will be responsible for developing specific activities to increase the involvement of women in the project.

FY Life: FY 1979 - FY 1982	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	1,096	1,950	800	1,849
Attributable to WID:	-	30	-	-

RWANDA

696-0109 - AGRICULTURAL EDUCATION

This project is helping Rwanda address its critical lack of trained personnel, especially in rural development, by assisting the only women's agriculture school in the country, and constructing, equipping and providing support to 30 post-primary Rural Training Centers (RTCs).

WOMEN'S COMPONENT: The Agricultural Education project will provide for expansion and technical support to a secondary-level agricultural training school for women. The school, which will soon be changed to include a five rather than four-year curriculum, will graduate women who will be qualified for upper-middle level positions in the Ministry of Agriculture as A-2 level "agronomes". Junior only to the university-trained A-1 supervisors, the A-2 agricultural officers have considerable responsibility and influence, including supervision of the A-3 extension agents who deal directly with farmers. At its expanded level of 200 students, Nyagahanga school will produce 30-35 women A-2s per year.

FY Life: FY 1979 - FY 1981	FY 1980	FY 1981
Project Total: ($000)	977	2,284
Attributable to WID:	342	397

696-0113 - RURAL HEALTH/FAMILY PLANNING

This project aims at improving the capacity of the Rwandan Government to deliver maternal and child health and family planning (MCH/FP) information and services to the population. A.I.D. will assist the Rwanda Government develop educational programs designed to build popular demand and reinforce political support for more rapid implementation of comprehensive MCH/FP activities and the expansion of MCH/FP services to meet expected increase in demand.

WOMEN'S COMPONENT: The project will provide supplementary training for up to 150 female health workers to better prepare them to serve at health centers where full MCH/FP services will be offered.

FY Life: FY 1981 - FY 1986	FY 1981
Project Total: ($000)	1,285
Attributable to WID:	250

SENEGAL

685-0235 - CEREALS PRODUCTION-PHASE II

This phase will extend the project, which is aimed at increasing the production of cereal, especially millet, to two additional areas in the same region and expand SODEVA's (a semi-autonomous agricultural development and extension organization) extension capability and integrate its research more fully with field work. Through participant training, technical assistance, construction, and provision for equipment, the project will improve the information and training materials used by farmers.

WOMEN'S COMPONENT: A women's extension unit will be established within SODEVA which will consist of a village-level training program. Village women will be trained to provide extension services for millet and groundnut production to women in 28 villages.

FY Life: FY 1980 - FY 1984	FY 1980	FY 1981	FY 1982
Project Total: ($000)	1,500	1,700	2,000
Attributable to WID:	316	229	60

685-0205 - CASAMANCE REGIONAL DEVELOPMENT

This project aims at developing the economic, social, human and environmental resources of the Lower Casamance region. The project consists of preparation of a master plan for utilization of the soil, water and human resources of the region, an agricultural extension program to popularize modern agricultural themes, an applied agricultural research component, basic nutrition education, supplies for preventive medicines and a functional literacy program.

WOMEN'S COMPONENT: A women's unit has been set up in the regional development agency which will be responsible for ensuring that women farmers receive extension services for rice, vegetable, fruit, and livestock production; assisting women's group in gaining access to existing agriculture credit programs; and providing training to rural women's groups in income producing activities.

FY Life: FY 1978 - FY 1984	FY 1980	FY 1981	FY 1982
Project Total: ($000)	3,000	2,000	4,000
Attributable to WID:	300	250	400

SENEGAL

685-0210 - RURAL HEALTH SERVICES

This project assists the Government of Senegal in developing preventive health delivery systems capable of reaching the rural population and establishing a model which can be applied in other regions of Senegal. The project entails completing the necessary infrastructure; training of new village workers (VHW); retraining existing health personnel; establishing a comprehensive supervisory system; providing health supplies; means of transportation; and budgetary support on a diminishing basis.

WOMEN'S COMPONENT: Approximately 600 women have received training as village health workers.

FY Life: FY 1977 - FY 1981	FY 1979	FY 1981
Project Total: ($000)	1,825	500
Attributable to WID:	800	100

SWAZILAND

645-0213 - LUNDZI-MPULUZI PIG PRODUCTION - NATIONAL COUNCIL OF NEGRO WOMEN (OPG)

The project will assist in the establishment of women's cooperatives for raising and marketing pigs.

FY Life: FY 1980 - FY 1982	**FY 1980**
Project Total: ($000)	310
Attributable to WID:	310

TANZANIA

621-0162 - ARUSHA WOMEN'S PARTICIPATION IN DEVELOPMENT

This project is a continuation of the Audio Cassette Listening Forums project 906-0001, a non-formal education pilot project implemented in 2 villages. The aim of the project was to increase women's awareness of their potential to improve the quality of their lives as well as the lives of their families, and to encourage women's local participation in planning, implementing and evaluating development projects. Based on the success of the pilot effort the project has been expanded to 16 villages. The project works specifically with women through UWT (United Women of Tanzania), and focuses on problem identification and locally-defined solutions.

FY Life: FY 1979 - FY 1981	FY 1979
Project Total: ($000)	400
Attributable to WID:	400

621-0149 - TRAINING FOR RURAL DEVELOPMENT I
621-0161 - TRAINING FOR RURAL DEVELOPMENT II

This project was developed and tested in a Phase I activity which was designed to provide U.S. and in-country training to a variety of agricultural and rural development personnel, particularly, in rural development and agricultural sciences. Based on positive results under Phase I of the activity, the mission decided to expand the in-country training component and emphasize those training activities which will enhance village planning and project implementation skills. Building on this will be skill specific training (e.g. maintenance of maize mills, training in village shop organization and book-keeping, maintenance of vehicles, expansion of farming activities into cash earning crops).

WOMEN'S COMPONENT: Several of the pilot villages in Phase I have good representation of women on village councils and other decision making bodies which will facilicate the further identification during Phase II of activities which are of specific interest to women.

FY Life: FY 1979 - FY 1980 (I) FY 1981 - FY 1985 (II)	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	2,078	3,922	1,265	3,000
Attributable to WID:	270	500	250	500

TANZANIA

621-0157 - VILLAGE HEALTH WORKERS TRAINING

This project focuses on designing improved curricula and training techniques for the implementation of a national village health worker training program with the goal of establishing a village health post staffed by two village health members for every village that presently does not have any other health services. These workers will provide basic health care services with an emphasis on preventive health care. Particular emphasis will be given to the importance of assuring the provision of accessible safe water supplies and dealing with the problems of malnutrition.

WOMEN'S COMPONENT: One of the village health workers in each village will be a woman who will be responsible for working specifically with maternal child health and nutrition in the village. Since women bear the burden of caring for the sick in the villages, to the extent that the project is successful in reducing illness in the village, this burden will be relieved.

FY Life: FY 1982 - FY 1985	FY 1982
Project Total: ($000)	2,275
Attributable to WID:	800

UPPER VOLTA

686-0211 - STRENGTHENING WOMEN'S ROLES IN DEVELOPMENT

This project is implemented through the national-level Rural Domestic Economy Unit within the interministerial Coordinating Committee on Rural Development. Four project-specific regions have their own decentralized Revolving Loan Fund for women, while the Rural Domestic Economy Unit administers a separate revolving loan fund for use of other regions and women's organizations. "Micro-projects" in villages where extension agents work are financed by a Revolving Loan Fund. The village women are fully involved in the decision-making and implementation of the projects, which include such initiatives as collectively-owned motorized grain grinding mills, individual gardening and collective fields. An information system which includes research, monitoring and evaluation is an integral feature of the project. Training and development of training aids form another important component.

The over-all project goal is to increase the economic well-being of the people in at least 60 villages through an increase in family incomes, an increase in health and nutrition, an increase in individual and group capability to solve problems, and equitable distribution of project benefits. Most of the projects are group projects because extension agents generally work with groups rather than on a one-to-one basis. There are only 110 female extension agents plus 9 coordinators in the country. In contrast, the male field extension service totals about 1,500 employees.

FY Life: FY 1977 - FY 1981	FY 1979
Project Total: ($000)	389
Attributable to WID:	389

UPPER VOLTA

686-0226 - TRAINING WOMEN IN THE SAHEL

This project trains Sahel-based extension agents and female village paraprofessionals to work with Sahel women in organizing, financing, and managing labor-saving technologies, income-generating activities, health and hygiene programs and local language literacy programs.

Activities are being offered to women on both self-help and loan bases (the latter through the establishment of a revolving loan fund). A minimum of 20 female extension workers will be recruited, trained and placed in villages in the Dori and Sebba areas. They will work with 2 women per village who will be trained as paraprofessionals. In each village (50 in all), this 3 person team will organize women to identify and carry out activities of their own choosing.

The project concentrates primarily on organizing and motivating village women to invest in labor-saving devices and to carry out income generating activities and secondarily on local language literacy. Eliciting women's involvement is easier when male villagers take part in associated activities so the project does not limit participation to women. The women's activities organized by the project complement assistance offered to men by the Food and Agriculture Organization, organizations for regional development, and other development organizations. The project works in cooperation with the American Save the Children project in Dori.

Some 2,000 women in fifty villages will benefit directly, as well as their families and villagers who will also gain access to new technologies, improved breeds of animals, and improved water supply.

FY Life:
FY 1978 - FY 1983

Project Total: ($000) $1,700 (All Obligated in FY 1978)

Attributable to WID: $1,700

ZAIRE

660-0079 - AREA NUTRITION IMPROVEMENT

This project will assist Zaire's Ministry of Health in the planning, implementation, monitoring, and evaluation of programs and activities designed to improve nutrition status among high-risk children and mothers in low-income groups in Zaire.

WOMEN'S COMPONENT: This project will provide training for mothers, including improved food preservation techniques, appropriate technologies for household food preparation, food storage methods and gardening techniques. The center now dispenses mass media instructions to women providing information on balanced diets, preparation of food, etc. In addition, school teachers may be given basic nutritional instructions and will be trained in basic nutrition education techniques.

FY Life: FY 1981 - FY 1986	FY 1981	FY 1982
Project Total: ($000)	1,787	1,579
Attributable to WID:	595	526

660-0059 - NORTH SHABA RURAL DEVELOPMENT

This project is developing parallel operational systems, one aimed at men, the other at women.

WOMEN'S COMPONENT: The activities being developed for women involve all aspects of food production, including marketing, storing and processing. It is hoped that by concentrating some resources in one sub-sector of the project area, sound and replicable pilot activities will allow for an efficient extension of resources to women in other areas of the project. Improved seeds, farming practices and small tools are made available to women through the extension and intermediate technology subsystem of the project. As planting is primarily the work of women, information is directed to them particularly on planting methods, seed selection, planting dates, soil fertility augmentation and cultivation.

FY Life: FY 1976 - FY 1983	FY 1980	FY 1981	FY 1982
Project Total: ($000)	3,000	500	3,000
Attributable to WID:	600	-	300

ZAIRE

660-0068 - DEVELOPMENT MANPOWER TRAINING

This project emphasizes in-country training to improve the organization and implementation of rural programs which most effect village farmers. Priority is given to increasing food production.

WOMEN'S COMPONENT: This project focuses on effective entrepreneurial growth and control by women who are a major potential force in agriculture production. A regional women in agribusiness training workshop (conducted by Practical Concepts, Inc. (PCI), involving Guinea, Togo, and Zaire) is scheduled to be held in Lome, Togo in 1981. Training for Zairian participants in the workshop will be funded under this project. A follow-on in-country agribusiness project is planned for selected regions in Zaire. The follow-on project will look at legal issues of women's rights to earn and retain income from the products of their own labor.

FY Life: FY 1980 - FY 1984	FY 1980	FY 1981	FY 1982
Project Total: ($000)	1,000	544	1,000
Attributable to WID:	25	-	-

660-0074 - BAS-ZAIRE FOOD PRODUCTION

This project activity will consist of partial modernization of vegetable and fruit production and a marketing system to meet the growing demand for foods that cannot be transported long distances. Commodities and technical assistance will be provided to assist small farmers to organize to increase the production of fruits and vegetables, and to market them in an efficient manner. New fruit plantings and vegetable seeds, tools, fertilizers, pumps and other agricultural inputs will be provided to farmers at reasonable costs through cooperative outlets.

WOMEN'S COMPONENT: In this project twenty new female extension agents will be trained to provide assistance to women vegetable producers.

FY Life: FY 1982 - FY 1983	FY 1982
Project Total: ($000)	2,000
Attributable to WID:	400

ZAMBIA

611-0202 - **TRAINING FOR WOMEN IN DEVELOPMENT-OVERSEAS EDUCATION FUND (OEF)**

This project provides technical assistance to the Zambia Council for Social Development (ZCSD) to increase its organizational capacity and that of its member organizations to provide improved and expanded services to low-income women throughout Zambia. Training is provided in organizational management techniques; program development, implementation, evaluation and financing; motivation, recruitment, training, and optimum involvement of staff and volunteers in the organizations' programs; pooling of organizational resources; and integration of women in development.

FY Life: FY 1979 - FY 1981	**FY 1979**
Project Total: ($000)	324
Attributable to WID:	324

TYPE I PROJECTS FOR AFRICA
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
AFRICA REGIONAL				
698-0388-African Women in Development	925	419	450	600
GHANA				
641-0093-Rural Women Outreach	--	--	--	500
KENYA				
615-0210-Women in Development-PFP	--	125	--	--
LESOTHO				
632-0211-Weaving Training	145	--	--	--
MALI				
688-0225-Training Center for Rural Women	--	500	--	--
SWAZILAND				
645-0213-Pig Production	--	310	--	--
TANZANIA				
621-0162-Arusha Women's Participation in Development	400	--	--	--
UPPER VOLTA				
686-0211-Strengthening Women's Roles	389	--	--	--
686-0226-Training of Women in Sahel*				
ZAMBIA				
611-0202-Training for Women in Development	324	--	--	--
TOTAL	2183	1354	450	1100

*Fully Obligated in FY 1978

TYPE II PROJECTS FOR AFRICA
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
CAMEROON				
631-0034-Centers for Training Farm Families	--	--	--	750
631-0001-Seed Multiplication	--	80	--	--
631-0033-Support to Basic Education	--	--	3090	400
631-0031-Higher Education	--	--	1800	200
CAPE VERDE				
655-0006-Watershed Management	100	146	212	170
KENYA				
615-0172-Accelerated Development Program	--	--	1000	150
LESOTHO				
632-0061-Instructional Materials Resource	174	594	240	156
632-0065-Farming Systems Research	--	130	177	110
931-1054-Distance Teaching Center	--	435	275	270
632-0218-Agriculture Planning	--	104	91	71
632-0069-Manpower Development and Training	--	180	340	290
632-0080-National University	--	150	300	224
MALI				
688-0207-Agricultural Officer Training	--	--	38	114
688-0208-Operation Mils	--	--	15	--
688-0213-Action Ble	--	--	15	--
688-0206-Action Riz-Sorgho	--	53	90	75
688-0221-Development Leadership Training	--	--	70	400
688-0210-Operation Haute Vallee	50	50	50	50
698-0410.14-Functional Literacy in Fifth Region	18	15	7	--
MAURITANIA				
682-0207-Oasis Development	--	399	525	350
682-0204-Vegetable Production	405	477	300	--
682-0201-Integrated Rural Development	--	30	--	--
RWANDA				
696-0109-Agricultural Education	--	342	397	--
SENEGAL				
685-0235-Cereals Production	--	316	229	60
685-0205-Casamance Regional Development	--	300	250	400
ZAIRE				
660-0059-North Shaba Rural Development	--	600	--	300
660-0068-Development Manpower Training	--	25	--	--
660-0074-Bas-Zaire Food Production	--	--	--	400
TANZANIA				
621-0149/621-0161-Training for Rural Development I & II	270	500	250	500
TOTAL	1017	4926	9761	5440

TYPE III PROJECTS FOR AFRICA
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
LESOTHO 632-0058-Rural Health Development	--	72	--	84
MALI 688-0208-Rural Health Services Development	--	5	20	20
RWANDA 696-0113-Rural Health/FP	--	--	250	--
SENEGAL 685-0210-Rural Health Services	800	--	100	--
TANZANIA 621-0157-Village Health Workers Training	--	--	--	800
ZAIRE 660-0079-Area Nutrition Improvement	--	--	595	526
TOTAL	800	77	965	1430

LATIN AMERICA/CARIBBEAN

LATIN AMERICA AND CARIBBEAN PROGRAMS

In general, the Latin America and Caribbean (LAC) Bureau has maintained, at both the field mission and the regional level, a wide-ranging program seeking to address the concerns that have come to be grouped under the term "women in development". It is difficult, however, to assess the degree of progress made since the 1978 report, especially at the country level. In several countries where the level of activity in pursuit of women's concerns was highest, continuity of the AID programs was disrupted by phase-out or suspension of AID assistance before these efforts were sufficiently advanced to be evaluated. Political upheavals in Bolivia, El Salvador and Nicaragua imposed serious policy and financial constraints on AID's ability to initiate new programs as planned or to continue support to others. In Paraguay, Colombia and Chile where opportunities for women's programs abound, the absence of an AID staff precludes our taking advantage of them. Thus some promising programs and ideas, such as innovations in leadership training for rural women or helping to strengthen the capacities of women's bureaus or other local institutions to serve as advocates of equity and improved economic and social conditions for the female population, are yet to be tested in these countries.

On the other hand, missions in countries where conditions are more conducive to AID support are accelerating their women in development efforts. In addition to the projects described in this section, AID missions in Ecuador, Guatemala, Jamaica and RDO/Barbados (Caribbean Regional) have been or soon will be providing significant support to national women's bureaus in response to requests for technical assistance by the sponsoring governments. Another approach is being taken in Honduras where AID staff is engaged in dialogue with an influential group of women government officials to develop an integrated plan for incorporating women into research, promotion, organization, training and technical assistance programs, and to help this group to exert a positive influence within the government to promote women's needs and concerns. These host country initiatives are noteworthy as indicators of interest in improving women's conditions and opportunities, and of awareness that AID shares a commitment to these objectives and is willing, where possible, to provide resources to pursue them.

Another way in which AID can respond quickly to local initiatives is by means of the Special Development Activities Fund through which small grants (usually not exceeding $5,000) can be made for

for such purposes as augmenting the staff of a local women's organization, providing seed money for a pilot project, or purchasing materials or equipment needed in a training program. Several missions (e.g., Ecuador, Guatemala, Peru) have set aside at least 50% of their SDA funds each year to be used exclusively for income-generating activities for women. USAIDs in Bolivia, El Salvador, Haiti and Panama have also made imaginative use of this source of funding.

When asked to identify the major constraints to programming effectively for women, the most frequent response from LAC missions is lack of adequate socio-economic data, which they recognize the need to use in program planning and design and to establish the data base needed for subsequent evaluation. Experience seems to be widening the view that sufficient careful consideration of women's roles within their own social and cultural milieu is necessary not only to increase women's participation, but even more importantly, to achieve overall project objectives more effectively. Nearly every mission in the region has initiated, funded or otherwise participated in some kind of major investigation deliberately intended to increase the mission's (or host country institutions') knowledge of women's roles and needs. The Data Base section of the 1978 report noted several examples of data collection activities completed or under way at that time. During the intervening two years, a number of additional studies have been conducted to collect information for the expressed purpose of formulating strategies to facilitate meaningful involvement of women in development programs. AID missions in Barbados, Ecuador, Guyana, Haiti and Peru have sponsored baseline studies about women, carried out by local institutions or by consultants who were also asked to draw conclusions and specific implications for AID programming. Similar studies in Costa Rica and Guatemala included the added dimension of analyzing the msision's management practices and program decision-making processes in order to assess mission performance in adapting women-related concerns to its programs. A study in Bolivia centered on an assessment of rural women's needs as perceived and expressed by the women themselves. AID/Honduras plans to follow up on its 1978 study on women's participation with a number of more tightly focused studies aimed at obtaining specific information; and to make full use of information being generated by a local women's organization collaborating in the regionally-funded legal services project to identify legal barriers to women's full participation in society.

BARBADOS (CARIBBEAN REGIONAL)

538-0025 - SOCIAL SERVICES AND LOANS TO WOMEN

This project implemented by Women in Development, Inc. (WID Inc.) a U.S. Private Voluntary Organization, will establish and manage the credit fund and provide technical assistance to low income women for productive, income generating purposes. Initial activities will be in Barbados and will be extended to two other islands in the Eastern Caribbean.

WOMEN'S COMPONENT: The project aims to improve women's incomes and skills to enable a greater participation in the developmental process. To this end WID Inc. will promote cooperative units among women in the community. Women will receive training in production, marketing, accounting and small productive enterprises.

FY Life: FY 1980 - FY 1983	FY 1980	FY 1981	FY 1982
Project Total: ($000)	125	131	118
Attributable to WID:	125	131	118

BOLIVIA

511-0452 - SMALL FARMERS ORGANIZATIONS I

This project's specific purposes are: to develop viable zonal cooperative centrals and affiliated small farmers organizations; to assist rural community groups in developing small enterprises in the rural areas; and to strengthen the managerial and technical capabilities of the National Community Development Service.

WOMEN'S COMPONENT: Project funds were used to furnish instruction to rural women in cooperative leadership and development as well as in home economics, family health and handicrafts through the "Mujer Campesina Training Program" under the supervision of the National Community Development Service. Traditionally, admission of women into Bolivian cooperatives has often been prohibited, either directly or through requirement of schooling or land ownership. In order to accomplish this goal, the women's promotion division of NCDS had to be refocused from traditional home economics activities to an emphasis on income-producing projects. This involved intensive in-service training of 76 NCDS women specialists and promoters. Through this project, women have become directly involved on an equal basis with men in a number of cooperatives.

FY Life: FY 1976 - FY 1981	FY 1980	FY 1981
Project Total: ($000)	380	490
Attributable to WID:	38	49

511-0490 - WOMEN'S LEADERSHIP TRAINING

This project is designed to train local leaders from women's organizations in areas such as nutrition, health, business management, cooperation, and leadership. These women will then return to their towns as promotoras to pass on their training to village women, and to encourage development of small-scale, income-producing, women-managed projects.

FY Life: FY 1981 - FY 1983	FY 1981	FY 1982
Project Total: ($000)	150	200
Attributable to WID:	150	200

BOLIVIA

511-0527 - RURAL COMMUNITY EDUCATION

This project will establish a rural community education center in the province of Santiago de Huata and improve the living standards of the inhabitants of the area.

WOMEN'S COMPONENT: Training courses will be conducted in home economics, health, literacy, artisanry and small industry and organizations will be established to insure continuation of the use of the skills taught. Currently, about 14% of the family income of the area is spent on clothing. The teaching of improved home skills, such as making clothes, will help decrease the amount of money spent on clothes. The Center will also be used to help people find and establish new sources of income. Learning skills which would enable them to earn additional income for their households was highest among the needs priorities identified by women in a survey undertaken as part of the recent USAID-financed WID study.

FY Life: FY 1982 - FY 1984	FY 1982
Project Total: ($000)	75
Attributable to WID:	38

511-0549(G)/511-0550(L) - SMALL FARMERS COOPERATIVE DEVELOPMENT

This project will build directly upon the experience of Small Farmers Organizations I. Six additional integral cooperatives will be promoted and established over a 3-year period in areas now under study through the Small Farmers Organizations I project. In addition, a national cooperative association will be developed and established which will link and coordinate cooperative activities.

WOMEN'S COMPONENT: The women's component of this project will be similar to that described under Small Farmer Organizations I (511-0452).

FY Life: FY 1982 - FY 1986	FY 1982
Project Total: ($000)	5,300 (L) 600 (G)
Attributable to WID:	60

BOLIVIA

511-0477 - RURAL EDUCATION I

This project will create and test a prototype rural education system in a selected rural Department of Bolivia through a rural teacher education and in-service training program; curricula reform and materials improvement program; the designing, remodeling and expansion of multipurpose nuclear schools and the Rural Normal School at Vacas; and a wide range of rural community-oriented non-formal education projects.

WOMEN'S COMPONENT: Because of the fact that the typical normal school student is more likely to be female than male, this project has a high impact on women of Bolivia. The project includes funds to build facilities in 21 central primary schools with facilities for home economics, animal husbandry, etc.

FY Life: FY TQ 1976 - 1981	FY 1980
Project Total: ($000)	372
Attributable to WID:	75

511-0451 - BASIC FOODS PRODUCTION AND MARKETING

This project will develop improved small farm technologies and management practices in central and eastern Bolivia, develop extension methodologies for transferring improved technologies and production practices, and improve sector management.

WOMEN'S COMPONENT: Women have an important role in production and decision making regarding the rural farm. Very often their production rate exceeds that of their husbands. In a recent USAID-financed WID study, women expressed a desire to learn better farming techniques. Some of the technology-dissemination beneficiaries will be women.

FY Life: FY 1975 - FY 1982	FY 1980	FY 1981	FY 1982
Project Total: ($000)	700	750	550
Attributable to WID:	95	100	55

BOLIVIA

511-0482 - RURAL EDUCATION II

This project will improve the professional capabilities of rural teachers to meet the educational needs of their students. The objectives will be accomplished through consolidation, teacher training, curriculum development, teaching material development, facilities improvement, and administrative improvement.

WOMEN'S COMPONENT: The project will have a direct positive effect on the status of rural women in two ways. First, it will enable women from the countryside to move into a professional occupation--teaching. Secondly, it will provide technical assistance to the women of 500,000 peasant families in both their economic and domestic activities. Improvement in teacher education will contribute to more equitable access to education for women, as well as better opportunities for advancement in school, in work and in society. The new approach to education in the rural sector will help women accept the rural environment as the focus of their contribution to development and the opportunity will exist for them to advance to supervisory positions within the rural education sub-sector. The project will include courses in functional literacy in the local language, hygiene and sanitation, home economics including nutrition, and industrial arts including cottage industry which will help remove many of the obstacles that now prevent rural women from participating to the fullest extent in the rural economy.

FY Life: FY 1977 - FY 1983	FY 1981
Project Total: ($000)	425
Attributable to WID:	85

BOLIVIA

511-0468 - NATIONAL NUTRITION IMPROVEMENT-APD

This project aims to improve the nutritional status of the poor people in Bolivia, particularly children under 6 and pregnant and lactating women. Its purpose is to establish a multi-sectoral planning, implementation, monitoring and evaluation system for the GOB's National Food and Nutrition Plan at the national and departmental levels under the direction of the Ministry of Planning and Coordination.

WOMEN'S COMPONENT: The project includes a series of studies, most of which address women, such as anemia in pregnant and lactating women, nutritional problems and nutritional deficiencies. It also includes in-country and overseas training programs in nutrition planning, teaching of food and nutrition in the primary and secondary schools, and workshops on the incorporation of food and nutrition into professional training programs. In the training programs completed to date, nearly 75% of the participants and trainers have been women trained in-country, including regional and national planners, nutritionists and educators as well as women physicians specializing in nutrition planning.

FY Life: FY 1976 - FY 1981	FY 1980
Project Total: ($000)	500
Attributable to WID:	375

BOLIVIA

511-0485 - FARM POLICY STUDY

This project aims to obtain reliable information on the socio-economic characteristics of rural agricultural producers; use this information to better formulate strategies and policies which will contribute to the achievement of rural sector goals; improve Government and A.I.D. programs in the rural sector; and improve Government planning capacity through collection and analysis of statistically representative farm-level information.

WOMEN'S COMPONENT: Given the importance of the rural woman to daily production and decision-making activities on the farm, it is important that her role be better documented. Through the Rural Household Study which is part of the Farm Policy Study, this needed information will be gathered. Interviews will be carried out with the women of the rural households and observations will be made and recorded on the use of their time. As more adequate information is gathered on the woman's role in the rural household, better knowledge can be attained as to the possible trade-off between traditional income-earning activities and "modern" forms of income-earning activities. More complete information will enable planners to design programs to more directly impact upon rural women in a manner beneficial to them and to their families.

FY Life: FY 1978 - FY 1981	FY 1980
Project Total: ($000)	343
Attributable to WID:	42

COSTA RICA

515-0170 - CREDIT FOR RURAL WOMEN

This project will establish within the Costa Rican Development Foundation (FUCODES) the capacity to promote, organize and provide credit and technical assistance to marginal groups of rural women.

FY Life: FY 1981 - FY 1986	FY 1981	FY 1982
Project Total: ($000)	52	59
Attributable to WID:	52	59

515-0146 - COSTA RICAN DEVELOPMENT FOUNDATION (FUCODES) RURAL CREDIT PROGRAM

This project is strengthening the role of FUCODES as a development agency. The emphasis of FUCODES is on increasing the income of the rural poor by providing technical, organizational and credit assistance, promoting group formation and helping identify viable small-scale productive projects.

WOMEN'S COMPONENTS: Credit was granted to the Organized Women of Limon (MOL) to support purchases of equipment, provide working capital and technical assistance in industrial tailoring. A second FUCODES loan went to support the industrial tailoring activities of the group Costura e Industria Santa Ana in the province of Alajuela by providing technical assistance and working capital.

FY Life: FY 1978 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	181	165	104
Attributable to WID:	2	2	1

COSTA RICA

515-0133 - SPECIAL DEVELOPMENT FUND

This fund will assist community and cooperative groups with small, constructive, local development activities.

WOMEN'S COMPONENTS: A Special Development Fund grant bought commercial bakery equipment for the Guaitil Vocational School, a school for girls from low-income families. In addition, a grant was made to the women's industrial sewing and commercial baking cooperative of the Leon XIII Housing Project for the purchase of industrial sewing machines. A grant was also made to a group of women in the community of "15 de Setiembre" to buy sewing and knitting machines to initiate a small industry based on industrial sewing and handicrafts. Another small group of women in the community of "Maria Auxiliadores" received a grant to buy sewing machines and raw material to produce pot holders with projected diversification in other areas.

FY Life: FY 1977 - cont.	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	75	90	100	300
Attributable to WID:	7	13	14	20

COSTA RICA

515-0140 - OVERSEAS EDUCATION FUND/FOV HUMAN DEVELOPMENT

This project aims to increase the participation of poor women from the marginal barrios of San Jose in employment, training and housing programs. The project has three main components: training, research and information/publications.

> Training - Motivational and adaptational training is being offered to poor women to help them overcome obstacles and participate more actively in employment, housing and other socio-economic programs.
>
> Research - This component includes selection of suitable projects, investigation of the community or industry selected, and study of the problems and attitudes of women in each group.
>
> Information/Publications - Establishment of a Resource Center which distributes materials pertinent to women in the marginal barrios.

FY Life: FY 1977 - FY 1979	FY 1979
Project Total: ($000)	128
Attributable to WID:	128

DOMINICAN REPUBLIC

517-0146 - ACTION PRO-EDUCATION AND CULTURE (APEC) VOCATIONAL TRAINING

This project is directed towards establishing an institution which will coordinate the resources of the Government, local institutions and the private business and industrial sectors to improve employment opportunities and related public and private services to low income and limited educated women. The training institution will plan, administer, support, and supervise skills training and human development training programs to assure that women have the skills required to perform their jobs safely and efficiently.

FY Life: FY 1980 - FY 1981	FY 1980	FY 1981
Project Total: ($000)	81	319
Attributable to WID:	81	319

ECUADOR

518-0008 - TARQUI COOPERATIVE AND COMMUNITY DEVELOPMENT-OVERSEAS EDUCATION FUND

This project will improve the economic and social condition of the 1,000 families of the Tarqui community, through the establishment of a community production, marketing and consumer cooperative.

WOMEN'S COMPONENT: Women's participation in the project is present at two levels: (1) an Ecuadorean Women's group (SEGESVOL) will provide technical services to the project; and, (2) skills training and production and marketing of goods will be carried out mainly by women residents of the Tarqui Community.

FY Life: FY 1979 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	100	200	190
Attributable to WID:	70	140	133

518-0001 - SMALL BUSINESS DEVELOPMENT AND EMPLOYMENT GENERATION

This project expands an already existing vocational education program and brings mothers and sisters of working boys, members of the Working Boys' Center, into the program in order to provide them with skills to enhance their opportunities to obtain gainful employment.

WOMEN'S COMPONENT: Vocational education and job placement for the above mentioned mothers and sisters of the working boys.

FY Life: FY 1979 - FY 1981	FY 1979
Project Total: ($000)	187
Attributable to WID:	92

ECUADOR

518-0002 - RURAL COMMUNITY HEALTH

This project will provide poor residents of five remote rural areas with access to primary health care services.

WOMEN'S COMPONENT: Training will be provided to female members of the communities, and Government of Ecuador female nurses and social workers to increase their capacity to deliver health services in isolated communities in five provinces.

FY Life: FY 1978 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	91	70
Attributable to WID:	30	23

518-0004 - SPECIAL DEVELOPMENT ACTIVITIES (SDA)

This project will provide funding for small scale self-help activities which improve the lives or livelihood of groups of the rural or urban poor.

WOMEN'S COMPONENT: At least 50% of SDA funds are earmarked for projects which expand the role and participation of women in income producing activities, especially in rural areas.

FY Life: FY 1979 - FY 1986	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	50	50	50	100
Attributable to WID:	25	25	25	50

ECUADOR

518-0028 - RURAL EDUCATION AND VOCATIONAL TRAINING

This project will develop more effective models that can better meet the educational and vocational training needs of the rural poor. It is expected that different models will be developed within three areas (e.g. Indian, Mestizo and Coastal) and they will be designed to complement other Government of Ecuador actions within integrated rural development projects. These models will include formal education directed to rural children and non-formal and vocational education directed to young adults and adults. An important element of the project will be how to implement more cost effective systems utilizing new technologies, lay teachers, bilingual methods, and non-formal techniques. A central concern will also be to provide landless and near-landless rural poor with relevant skills for improving both their on-farm and off-farm employment opportunties. Assistance for planning rural education and vocational training will be included.

WOMEN'S COMPONENT: Skills training will be provided to landless rural women to improve their levels of income. Women will participate at all levels of the project.

FY Life: FY 1982 - FY 1982	FY 1982
Project Total: ($000)	2,200
Attributable to WID:	1,000

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ECUADOR

518-0019 - AGROINDUSTRY AND RURAL ENTERPRISE DEVELOPMENT

This project will address the most serious aspects of the problems of the agricultural day-laborer and many of the Ecuadorean rural poor through: (1) financing planning assistance and feasibility studies for the identification of labor-intensive agroindustries and small rural enterprises; (2) providing technical assistance to expand or initiate these enterprises; (3) improving access to low-cost, labor-intensive technologies through a complementary Science and Appropriate Technology project and greater access to experiences in other countries; and (4) providing credit for the expansion or initiation of agroindustries and small rural enterprises. In developing this project, the Mission plans to review the results of similar A.I.D. efforts being undertaken in other Latin American countries and in the Caribbean and Central American regions.

WOMEN'S COMPONENT: Women's groups will receive training in appropriate technology and managerial skills to plan and organize small rural women's enterprises which in turn will have access to the credit component of the project.

FY Life: FY 1982 - FY 1983	FY 1982
Project Total: ($000)	5,300
Attributable to WID:	2,000

EL SALVADOR

519-0202 - PROMOTION OF VOLUNTEER SERVICES FOR WOMEN

This project aims at improving the Council for Promotion of Volunteers' (CODECAVOL) capability to provide its services to other organizations as well as to preserve its role and effectiveness as a catalyst for promoting volunteer services for women. A major purpose of the project is the institutional development of CODECAVOL, a local private voluntary organization providing technical assistance in organizational development and volunteer training which promotes an improved role for women in Salvadorean society. CODECAVOL will address two major problems: lack of effective volunteer services by and for women, and lack of effective public and private programs directed toward marginal women.

EXTENSION OF LIFE OF PROJECT AND PLANS FOR THIRD YEAR: One of the original specific objectives of the project provided for funding of 200 hours of technical assistance for the organizational development of CODECAVOL by providing 2 training seminars for 11 members. CODECAVOL's third-year plans are to: publish a quarterly news bulletin to be distributed to private voluntary organizations and public agencies which deal with volunteer activities for women; follow-up on a second seminar for requesting private voluntary organizations and other agencies; and, meet continuing demands for volunteer orientation services.

FY Life:
FY 1978 - FY 1981 (End of Project Extended from 9/30/80 to 9/30/81)

Total Funding: $40,000 (All Obligated in FY 1978)

Attributable to WID: $40,000

EL SALVADOR

519-0223 - ECONOMIC AND SOCIAL IMPROVEMENT OF RURAL WOMEN, OVERSEAS EDUCATION FUND

This project aims to significantly improve the economic and social conditions of low-income rural women of three communities in El Salvador through training and community-based, income-generation activities. The project also aims at strengthening the capacity of the National Committee for the Promotion of Rural Housewives' Clubs to carry out similar projects.

The project will enable the communities to more effectively utilize public and private available resources to make specific improvements in the health, nutrition, education and recreational opportunities for their residents.

The objectives of this project are to increase the incomes of a minimum of 250 rural women; to provide improved and increased services in child care, literacy training, health and nutrition; and to develop and test a model rural women's income generation project for replication in other communities in El Salvador. This will be carried out by establishment of an Economic Production Center in each of the three communities.

FY Life: FY 1979 - FY 1981	FY 1979	FY 1981	FY 1982
Project Total: ($000)	198	150	106
Attributable to WID:	198	150	106

GUATEMALA

520-0145 - SPECIAL DEVELOPMENT FUND

This project will finance rural women's organizations which request assistance in implementing income-generating activities or training oriented towards providing a future source of income. Potential projects include production and commercialization of soy flour by a group of 100 women; leadership and managerial skills training for groups of female promoters; and support in marketing and product improvement for several handicraft cooperatives.

FY Life: FY 1963 - Cont.	FY 1980
Project Total: ($000)	50
Attributable to WID:	50

520-0284 - WOMEN IN DEVELOPMENT

This project will establish a local institutional capacity to support self-financing development projects for women.

FY Life: FY 1980 - FY 1982	FY 1981	FY 1982
Project Total: ($000)	75	100
Attributable to WID:	75	100

GUYANA

504-0060 - PUBLIC SECTOR TRAINING

This project seeks to improve management and technical expertise in Guyana's public sector through both in-country training and participant training, i.e., abroad. The project focussed on providing training to personnel of three Ministries, the Public Service Ministry (PSM) (i.e., similar to the Office of Personnel Management in the U.S.), the Ministry of Economic Development and the Ministry of Agriculture.

WOMEN'S COMPONENT: A total of eight women are being provided long-term training in the U.S., four from the Ministry responsible for public sector training (PSM), three from the Ministry of Agriculture and one from the Ministry of Economic Development. The cost of this long-term training, which will increase these women's professional productivity upon their return to Guyana, is $148,000. Additionally, nineteen women will receive training in three major in-country training courses, i.e., "Trainer-of-Trainers," Matrix Management and Accountancy.

FY Life:
FY 1977 - FY 1981

Project Total: ($000)	$1,000 (All Obligated in FY 1977)
Attributable to WID:	$ 215

504-0066 - RURAL HEALTH SYSTEMS

This project is aimed at improving and expanding primary health care services to Guyana's rural population through training Community Health Workers (CHW) and Medical Extenders (MEDEX).

WOMEN'S COMPONENT: Women are expected to be recipients of fully one-third of the training provided under the project. Of the MEDEX personnel trained to date, one-third are female. Similarly one-third of the 200 persons to be trained as CHWs are expected to be women. Approximately 107 women will receive training as senior MEDEX, MEDEX, or CHWs and consequently directly participate in the country's development and increase their personal productivity.

FY Life: FY 1979 - FY 1983	FY 1979
Project Total: ($000)	2,900
Attributable to WID:	754

HAITI

521-0062 - SPECIAL DEVELOPMENT ACTIVITIES (SDA)

This Special Development Activity (SDA) is used as a mechanism to stimulate local initiative and community action in cases where project funds are unavailable or inappropriate. SDA projects are low-cost, high-impact projects at the community level. The average cost per project is under $5,000 and most are completed within one year. Rural communities are required to provide contributions of labor and local material. The projects are sometimes undertaken with the assistance of voluntary agencies, e.g. CARE, Catholic Relief Services (CRS), and Church World Services (CWS). Typical projects are designed to improve living conditions in rural communities by providing supplemental financial resources needed to purchase equipment and materials for such small self-help community projects as construction of schools, improving or constructing small irrigation facilities, construction of clinics, and developing or improving village water sources.

WOMEN'S COMPONENT: At Dubedou, a woman is the head of a community council to which we made a grant to repair a dam. At Petion-Ville, another woman has started a pilot project for market women in which 600 to 800 women are beneficiaries of literacy, nutrition and sanitation programs and other educational programs. In addition, in the past year, grants have been made to two printing projects headed by Sisters, one craft center which benefits about 50 women, and three home economics centers involving about 420 women.

FY Life: FY 1973 - cont.	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	75	75	75	75
Attributable to WID:	12	15	15	15

HAITI

521-0138 - COMMUNITY INTEGRATED NUTRITION AND EDUCATION CENTERS (CINEC)/ CARE

This project is aimed at building 78 Community Integrated Nutrition and Education Centers (CINEC) in rural areas of Haiti in order to provide complete school preparation to approximately 19,500 children aged one through five. The purpose of the project is: (1) to improve mental and physical preparation of poor rural pre-school children for school; (2) to improve school performance of these children; and, (3) to involve parents in non-formal education supporting these purposes by teaching basic nutrition, small-plot farming, family planning and home economics.

WOMEN'S COMPONENT: Through classes, mothers will be taught to provide a balanced diet with local foods for the home. Mothers will be required to prepare meals at the Centers on a rotation basis to involve as many mothers as possible. Evening classes will be organized for mothers in home economics, nutrition education, sanitation in the homes and villages, family planning and literacy. Sewing classes will be held as a drawing card to attract more women to the centers to create more community activities.

FY Life: FY 1980 - FY 1983	FY 1980	FY 1981	FY 1982
Project Total: ($000)	500	550	250
Attributable to WID:	100	110	50

521-0109 - WOMEN IN DEVELOPMENT-NATIONAL COUNCIL OF NEGRO WOMEN (NCNW)

This project as presently envisioned will focus on market-place women. As markets in Haiti are generally relatively stable in terms of market day, site and participants, this project will involve the establishment of a training center at a selected market and the provision of training (literacy, crafts, hygiene, home economics, family planning, etc.) to market-place women. During the life of this project approximately 400-600 women per year will be given literacy, crafts and other training.

FY Life: FY 1981 - FY 1982	FY 1981	FY 1982
Project Total: ($000)	81	250
Attributable to WID:	81	250

HAITI

521-0122 - AGROFORESTRY AND NATURAL RESOURCE MANAGEMENT

This project will make available both financial resources and technical services to rural Haitians who will plant trees as a cash crop, with derivative effects on availabilities of wood-based fuel and soil conservation. The outreach mechanism will be in most cases private voluntary organizations and individuals.

WOMEN'S COMPONENT: Women are both beneficiaries and participants in this project. They will participate as a source of labor by planting the seeds, by putting the seedlings in plastic bags and transporting them, by covering and watering the seedlings after they have been planted by the men. They also participate in charcoal production as they are the ones to collect firewood and to sell the charcoal once it is made. They benefit from this project because in some cases women are the owners of the land. The project will also generate income for them from tree planting and maintenance activities. In addition, this project will provide scholarships to 50 persons.

FY Life: FY 1981 - FY 1985	FY 1981	FY 1982
Project Total: ($000)	1,300	1,400
Attributable to WID:	260	280

HAITI

521-0136 - URBAN HEALTH AND COMMUNITY DEVLEOPMENT

This project assists the "Complexe Medico-Social de la Cite Simone" in community development and in providing medical treatment and preventive care, nutritional improvement and adult employment skills. While the primary focus is on health, nutrition and sanitation, the project will also include vocational and artisanal training, adult literacy training and other educational programs.

WOMEN'S COMPONENT: Women are the exclusive beneficiaries of two crafts projects which generate additional income for them. Women also constitute 50% or more of the clinic staff.

FY Life: FY 1980 - FY 1983	FY 1980	FY 1981	FY 1982
Project Total: ($000)	350	200	300
Attributable to WID:	35	20	30

521-0146 - GENERAL PARTICIPANT TRAINING

This project is designed to respond to training needs which cannot be addressed through project related training by providing a limited amount of funding over a three year period. Short-term and advanced degree training at U.S. universities or other institutions would be provided in areas such as financial management, business administration, public administration, planning economics, trade and export promotion, sociology and anthropology.

WOMEN'S COMPONENT: USAID/Haiti recognizes that the number of female participant trainees is still comparatively small, but intend to encourage the upward trend for training Haitian women.

FY Life: FY 1981 - FY 1983	FY 1981	FY 1982
Project Total: ($000)	100	150
Attributable to WID:	20	30

HONDURAS

522-0157 - RURAL TECHNOLOGIES

This project is aimed at increasing the productivity, income and quality of life of the rural poor through the establishment of small scale rural enterprises and industries and the development and dissemination of improved light capital farm and household technologies.

WOMEN'S COMPONENT: The center for Industrial Development (CDI) is conducting a longitudinal study of small industries - the majority of which are owned by women. In addition, CDI is performing a special study of women in development in order to better define the problems and formulate strategies for assistance.

FY Life: FY 1979 - FY 1982	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	850	1,900	1,000	2,080
Attributable to WID:	100	200	100	100

HONDURAS

522-0120 - AGRO-INDUSTRIAL EXPORT DEVELOPMENT

This project is intended to increase incomes of rural Hondurans and promote agro-industrial exports by providing small growers and processors of agro-industrial products with direct technical assistance and marketing strategies for nontraditional export crops.

WOMEN'S COMPONENT: The pilot effort has resulted in the creation of employment for about 400 women in the processed and fresh vegetable industry. It is planned, if the pilot project continues successfully, to replicate it through a permanent national entity which will continue to generate employment opportunities for women.

FY Life: FY TQ 76 - FY 1980	FY 1979
Project Total: ($000)	480
Attributable to WID:	200

522-0150 - AGRICULTURE SECTOR II

This project addresses serious weaknesses in the Government of Honduras' (GOH) development efforts by improving government institutions responsible for agricultural planning and coordination, marketing analysis and policy development as well as agricultural information gathering, analysis and dissemination; increasing the number and skills of agricultural personnel; improving credit and extension services; and developing farmer service cooperatives and small-scale infrastructure.

WOMEN'S COMPONENT: Under the in-service and scholarship components of this project, a minimum of twenty percent (20%) of the scholarships are reserved for women. The scholarship training is for professional agriculturalists at the undergraduate level and above.

FY Life: FY 1979 - FY 1983	FY 1979	FY 1981	FY 1982
Project Total: ($000)	18,000	6,000	1,000
Attributable to WID:	2,200	600	400

HONDURAS

522-0181 - RURAL WOMEN LEGAL ASSISTANCE

This project will build upon the family Code and upon experience gained in a current centrally funded activity designed to provide legal services to urban poor women. It will deal with a wide range of women's rights. One thrust of the project will be an effort to advise women of their right to control and space births.

FY Life: FY 1982 - FY 1984	FY 1982
Project Total: ($000)	100
Attributable to WID:	100

522-0130 - INTEGRATED RURAL HEALTH SERVICES

This project provides extension of basic health services through training for a large number of paramedical workers, construction of training centers and design of course materials for paramedic programs. 1,120 auxiliary nurses, 4,000 midwives and 5,000 community health workers have been trained, and 3 training centers constructed and equipped.

WOMEN'S COMPONENT: This project has provided training for nine graduate Honduran nurses at Harbor General Hospital in California who, in turn, are training other health workers. Training in-country is being provided for hundreds of midwives and unremunerated community health workers and health representatives, most of whom are women.

FY Life: FY 1976 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	180	400
Attributable to WID:	100	260

HONDURAS

522-0128 - PESPIRE VALLEY INTEGRATED RURAL DEVELOPMENT

This project provided funds to the Community Development Foundation to finance a loan to a rural cooperative of 21 women providing the seed capital to begin production of bottled mango puree.

WOMEN'S COMPONENT: Using community-built appropriate canning technology, the income earned by the women sustained their families when the corn crop failed in 1977. The women now are attempting to buy land on which to raise other fruits for production diversification. The cooperative is an all-female venture.

FY Life: FY TQ 76 - FY 1979	FY 1979
Project Total: ($000)	56
Attributable to WID:	15

522-0147 - HERMANDAD RURAL LEADERSHIP TRAINING

This project assisted the integration of low income rural population into the national development process by providing non-formal training in agriculture, health, nutrition, literacy, appropriate technology, cooperatives, and youth development.

WOMEN'S COMPONENT: Approximately 100 female, low income and small-town dwellers are receiving training.

FY Life: FY 1977 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	65	11
Attributable to WID:	33	0

JAMAICA

532-0029 - SPECIAL DEVELOPMENT ACTIVITIES

This activity provides support for small community self-help projects which meet local social and economic needs and foster community spirit, organizations, and participation. In order to receive funds, projects must have immediate impact on the target-group and must show a minimum of 50% contribution from local sources. Grants through FY 1977 have been made to complete local primary schools, community centers, craft cooperatives, child day-care centers, and skill training centers. These grants provide educational opportunities, day-care centers and skill training in areas where the Government of Jamaica cannot adequately meet the needs of the population.

WOMEN'S COMPONENT: Women will benefit directly from some of the sub-activities under this project through the learning skills at training and community centers. The support of child day-care centers will allow women more time to participate in craft cooperatives and to take advantage of other employment possibilities.

FY Life: FY 1966 - cont.	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	48	50	75	100
Attributable to WID:	4	5	5	8

532-0047 - MANPOWER PLANNING, TRAINING, AND EMPLOYMENT

This project focuses on attacking unemployment problems by improving the capability of placement services in schools and other institutions. The project is a collaborative effort of the Ministries of Labor, Agriculture, Education, Youth, Sports and Community Development and the National Planning Agency and Department of Statistics in Jamaica.

WOMEN'S COMPONENT: At present, 40% of young Jamaicans are unemployed, with young women making up 55% of the total. Women will benefit directly from increased training and employment opportunties.

FY Life: FY 1978 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	304	342	144
Attributable to WID:	90	103	42

JAMAICA

532-0065 - SCIENCE AND TECHNOLOGY ENERGY

This project is based in part on the results of a series of short-term energy studies, undertaken by the USAID, to assist the Government of Jamaica to assess its needs and identify investment projects in the energy sector. It is anticipated that the studies will reveal significant possibilities for developing bio-mass and solar energy systems. Technical assistance, training, and modest amounts of equipment will be provided for development of the systems. The energy systems developed will be designed to meet the needs of farmers, small communities, as well as larger establishments such as schools and hospitals.

WOMEN'S COMPONENT: It is anticipated that women will be among those immediate beneficiaries of the project who will be able to obtain jobs as a result of the new labor intensive technologies developed. Women will also be among the personnel in the various institutions involved who will benefit from increased training designed to support project activities.

FY Life: FY 1982 - FY 1983	FY 1982
Project Total: ($000)	6,000
Attributable to WID:	600

532-0061 - AGRICULTURAL PLANNING

This project will provide technical assistance training and some equipment to help the Ministry of Agriculture improve its planning capacity. Technical assistance will be provided to fill existing skills deficiencies as well as on-the-job training. Local technicians will be sent for training overseas. Computer needs will be analyzed and appropriate equipment provided.

WOMEN'S COMPONENT: With the increased institutional capability, the Ministry of Agriculture will be able to provide more technical planning, administrative and logistical support for the rural agricultural sector, especially small farmers, many of whom are women. Approximately $400,000 will be provided for training under the project and six of the trainees will be women out of a possible 21 persons.

FY Life: FY 1979 - FY 1983	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	450	116	600	725
Attributable to WID:	45	12	60	72

JAMAICA

532-0070 - VOCATIONAL SKILLS TRAINING - OPERATION FRIENDSHIP

This project aims to institutionalize within Operation Friendship the capacity to train approximately 230 women and men a year, in the areas of trade, service and life skills. Approximately 450 women will be provided with service skills of child care, retail and restaurant employment, government services, sewing, transportation conductresses and self-employment (e.g. market higglers).

WOMEN'S COMPONENT: Over the life of the project it is expected that approximately 700 persons will receive training. It is estimated that about 450 of these will be women.

FY Life: FY 1979 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	160	110	230
Attributable to WID:	48	66	130

532-0055 - STRENGTHENING OF SOCIAL DEVELOPMENT SERVICES DELIVERY SYSTEMS

This project will assist the Council for Voluntary Social Services (CVSS) and its member agencies plan, implement and evaluate social welfare activities and improve their fund-raising activities, through the provision of management training to these organizations.

WOMEN'S COMPONENT: Most of the voluntary organizations are headed by women and they will benefit greatly from the management training that is provided. Among the organizations receiving assistance is a textile factory in Lucea where all the employees are women.

FY Life: FY 1977 - FY 1980	FY 1980
Project Total: ($000)	79
Attributable to WID:	24

PANAMA

525-0214 - WORKFORCE DEVELOPMENT

This project is designed to prepare the members of the Panamanian labor force, particularly those from low income families, with the skills they need in order to take advantage of new employment opportunities. Panama has several institutions which offer skilled and semi-skilled training to youths and out-of-school adults. The Ministry of Education has a variety of programs at the secondary level in technical/vocational education and the National University through its Polytechnic program offers the same type of training at the post secondary level.

WOMEN'S COMPONENT: One of the Government of Panama's institutions proposed for participation in the project has expressed its interest in developing a vocational training program oriented exclusively toward women. It is possible that a discrete project component will be developed with such a women in development focus.

FY Life: FY 1982 - FY 1984	FY 1982
Project Total: ($000)	3,600
Attributable to WID:	500

525-0101 - SPECIAL DEVELOPMENT ACTIVITIES (SDA)

This project provides funding for small scale self-help activities to foster and develop civic responsibility, greater self-reliance, community organization and action among the rural poor. These include rural school construction, sanitation facilities, vocational training centers, health centers, agricultural cooperatives, small bridge and dock construction, rural libraries and community centers.

WOMEN'S COMPONENT: A portion of the SDA funds have been set aside for those projects which expand the role and participation of women in community and income producing activities.

FY Life: FY 1975 - Cont.	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	50	50	50	50
Attributable to WID:	5	3	5	5

PANAMA

525-0198 - TRAINING RURAL YOUTH

This project is strengthening and expanding the activities and development of the Future Farmers of Panama (FADEP) by funding international exchange, staff training, development of educational and motivational materials, and specific agricultural projects. It complements the Government of Panama's effort, to restructure the formal educational system, by providing assistance through the non-formal mechanism of Future Farmer Clubs.

WOMEN'S COMPONENT: The International exchange offers FADEP (Futuros Agricultores de Panama), FFA (Future Farmers of America) members and possibly third country nationals, the opportunities for obtaining practical work experience and observing and studying agricultural methods in one another's countries.

This exchange involves a total of 18 members of FADEP (a minimum of 6 girls) and 12 members of FFA (a minimum of 4 girls) over a three year period. Upon return they will participate in seminars and discussions with FADEP chapters to share experiences, and they will be required to work as volunteers in the FADEP program for a period twice the duration of their training.

FY Life: FY 1979 - FY 1981	FY 1979
Project Total: ($000)	225
Attributable to WID:	90

PARAGUAY

526-0120 - INDIAN SETTLEMENT

This project will carry out selected activities among 10,000 Indians settled by ASCIM, a local private voluntary organization, in the Central Chaco Region. The project includes the participation of Indians (50%) and Mennonites(50%).

WOMEN'S COMPONENT: Indian female paraprofessionals are being trained in health, nutrition, and nursing. One of the sub-projects is specifically oriented toward the provision of literacy and awareness training for approximately 300 Indian females.

FY Life: FY 1978 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	142	124
Attributable to WID:	21	19

526-0601 - SPECIAL DEVELOPMENT ACTIVITIES

This project supports small, high-impact socio-economic community development projects having a self-help component. Communities are usually required to contribute a minimum of 50% of total project costs, whether in cash, labor, or materials.

WOMEN'S COMPONENT: An important percentage of projects are aimed at upgrading the socio-economic level of low income urban and rural women through home improvement projects, construction and equipping of small vocational schools/shops in sewing, typing, poultry raising, cooking and nutrition, practical demonstration activities, etc.

FY Life: FY 1964 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	50	50	50
Attributable to WID:	10	10	10

PARAGUAY

526-0502 - RURAL RADIO EDUCATION

This project's objectives are to extend primary instruction through the use of radio to a representative percentage of the rural population who have had at least two years of schooling; to experiment with different methodologies and techniques to provide such education; and to institutionalize mechanisms to make rural radio programs feasible and effective.

WOMEN'S COMPONENT: The role Paraguayan women have had and continue to have in planning, implementing and evaluating education programs continues to be an exceptionally strong one. This is evidenced in the Rural Radio Education Project being carried out in the Ministry of Education (MOE) by the Department of Tele-Education. This project is directed by a woman whose staff includes 30 women and five men. The U.S. contract team funded by A.I.D. for this project included four women and two men. The target group includes those with at least two years of schooling. Two large groups have been specifically identified: adults and young people between 14-22 years of age. In Paraguay, participation rates, particularly in rural areas, vary considerably when examined by age and sex of individuals. Females show consistently lower participation than males. An evaluation of the project conducted in March 1979 indicates that more females (53%) than males (47%) enrolled in the radio classes and that of the total number of students who finished the first stage, the percentage of women (56%) was higher. More men (63.1%) than women (36.9%) dropped the radio classes for various reasons. It is already evident that more females than men are benefitting from the project.

FY Life: FY 1976 - FY 1979	FY 1979
Project Total: ($000)	300
Attributable to WID:	180

PARAGUAY

526-0509 - LEGAL RIGHTS FOR RURAL WOMEN

This project is to inform rural people, particularly women, of their legal rights and obligations through the national and branch offices of the Liga Paraguaya de los Derechos de la Mujer (LPDM) in order to improve the rural poor's socio-economic participation in the country's development. The project will strengthen the role presently played by the branch offices and their ability to train paraprofessionals chosen at the community level. Identification and training of local rural leaders will be emphasized, radio programs will be produced, and free or almost free services to poor rural and urban women seeking legal counsel will be provided. Additionally, low cost instructional materials will be distributed to the estimated 1,900 rural women who will be attending the information courses and taking advantage of the legal services. Course content will include information on: women's civic and political rights; marriage; adoption law; child support and alimony; labor code; importance of voting; etc.

FY Life: FY 1979 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	81	28	28
Attributable to WID:	81	28	28

526-0306 - HEALTH EDUCATION II

This project will carry out a health education program for rural and low income urban communities through the Mision de Amistad, a local service organization.

WOMEN'S COMPONENT: Women will be trained as nurses, school teachers, paraprofessionals and community volunteer groups in health education services.

FY Life: FY 1978 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	28	30
Attributable to WID:	6	6

PARAGUAY

526-0101 - CREDIT UNIONS

This project enables the Central Credit Cooperative (CREDICOOP) system of cooperatives to be financially self-sufficient while providing credit, technical assistance, and marketing services to small farmers in rural cooperatives. An increase of $625,000 in grant funds and a three-year extension of the project was approved in FY 1978.

WOMEN'S COMPONENT: The project has had a noticeably positive impact on the role of women in development, with women assuming positions in leadership heretofore rarely achieved. For example, two of CREDICOOP's five directors and both of its alternate directors are women. The president of CREDICOOP is a woman who originally joined a rural credit cooperative when she was a school teacher in a small town. Out of seven members integrating the Administrative Board, three are women. There are 42 cooperatives associated to CREDICOOP; eight of these include women as presidents while seven others are managed by women. Six of CREDICOOP's staff of 24 people are women, including a top professional who is a field worker responsible for nine credit unions and the insurance program for all member coops. Most of the members of the credit unions' educational committees are women. At present, various positions on boards, credit committees, education and supervisory committees involve over 150 women. Training is provided to cooperatives' directors and their staffs in cooperative administration and planning. Approximately 40% of the trainees are women.

FY Life: FY 1978 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	249	70
Attributable to WID:	100	28

PARAGUAY

526-0109 - SMALL FARM TECHNOLOGY

This project proposes to deliver improved technology to about 50,000 small farmers in selected mini-fundia areas to increase yields and raise labor productivity. The project will undertake a phased creation of local delivery networks consisting of 43 small farmer service units supported by seven strategically placed regional development centers of the Ministry of Agriculture's Extension Service (SEAG).

WOMEN'S COMPONENT: The project will specifically provide extension services in household management and home improvement for rural women. About 24% of the mini-fundia farms are completely owned and managed by women.

FY Life: FY 1979 - FY 1983	FY 1981
Project Total: ($000)	500
Attributable to WID:	100

PERU

527-0210 - NUTRITION PLANNING

This project will provide a more rational strategy aimed at alleviating chronic and acute malnutrition in Peru. The project will assist the formation of a Food and Nutrition Unit with the National Planning Institute which will coordinate the Government of Peru's efforts to identify problems and priorities, evaluate and modify existing policies and programs, design and formulate comprehensive action programs.

WOMEN'S COMPONENT: The project will focus on children under 3 years of age and pregnant and lactating women. Women professionals will play strong role at the policy making level.

FY Life: FY 1981 - FY 1983	FY 1981	FY 1982
Project Total: ($000)	335	400
Attributable to WID:	119	120

527-0192 - AGRICULTURAL RESEARCH AND EXTENSION

This project is aimed at improving the capacity of selected Peruvian public and private institutions to generate and apply appropriate productivity to increase incomes and optimize agricultural knowledge and technology for the rural farm population.

WOMEN'S COMPONENT: The Ministry of Agriculture female promoters will be given special training under the project so as to create an awareness of the role of rural women and their contribution to the development effort.

FY Life: FY 1980 - FY 1984	FY 1980	FY 1981	FY 1982
Project Total: ($000)	9,400	500	500
Attributable to WID:	940	50	50

PERU

527-0149 - SOY AND CORN PRODUCTION ON SMALL FARMS

This project is aimed at achieving self-sustaining growth in the production and human consumption of soybeans, improved floury corn, and soybean food products. This will be accomplished through (1) expanding the research and extension network for the two crops; (2) increasing the production of improved seed corn; (3) selection and development of adapted soy varieties, the training of technicians, and producing of consumer-tested soy products.

WOMEN'S COMPONENT: Female technicians are receiving U.S. and in-country training in soybean processing for human consumption, for incorporation of soybean products into institutional feeding programs, and soybean production.

FY Life: FY 1979 - FY 1981	FY 1979	FY 1980
Project Total: ($000)	389	427
Attributable to WID:	89	94

527-0061 - SPECIAL DEVELOPMENT ACTIVITIES

This project provides funds of up to $5,000 to respond quickly to development initiatives of small rural and urban poor groups engaging in self-help projects.

WOMEN'S COMPONENT: Approximately 50% of each year's funds are alloted to projects where women are the immediate and direct beneficiaries -- day care centers, cooperative sewing groups, artisan and home industries, etc.

FY Life: FY 1963 - Cont.	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	50	50	100	100
Attributable to WID:	25	25	50	50

PERU

527-0205 - EXPANDED FOOD FOR WORK PROGRAM (FFW)

This project assisted the Seventh Day Adventist (SAWS) and its local counterpart organization (OFASA) to expand its feeding program activities for the urban inhabitants of Lima Metropolitana Pueblos Jovenes.

WOMEN'S COMPONENT: The emergency relief project which was started as a means of supplying food on a FFW basis has developed within the affected communities and is now offering instruction in nutrition, sanitation and vocational education. Although the majority of the FFW participants are women, there are elements of the project (those listed) that are specifically designed for women.

FY Life: FY 1978 - FY 1979	FY 1979
Project Total: ($000)	188
Attributable to WID:	19

527-0242 - CATHOLIC RELIEF SERVICES (CRS) INTEGRATION OF RURAL WOMEN

This project is designed to improve the economic and social status of peasant women in the rural Sierra region of Huamachuco, through the organization, establishment and operation of a network of community cooperative stores administered by the women in the respective communities. The project will finance community cooperative stores (tambos) in which both urban manufactured products and local agricultural produce are sold to community residents. These tambos will be operated by community women trained in management techniques by CRS and, its local counterpart organization, CARITAS promoters. Other income-generating projects which may be financed include small ruminant breeding farms, poultry farms, vegetable gardens and handicraft workshops.

FY Life: FY 1982 - FY 1983	FY 1982
Project Total: ($000)	75
Attributable to WID:	75

PERU

527-0195 - EXPANDED RURAL WOMEN TRAINING PROGRAM

This project will provide training to (ACOMUC) Association for Cooperation with Campesino Women Volunteers, to strengthen the Association, and to rural women, especially leaders, to enhance their roles as promoters of change within their communities. Financial assistance in the form of a small revolving loan fund will allow ACOMUC provincial branch chapters to become financially independent, and will provide quick support to economic activities of the campesina, individually or as a group. This project will tie-in with an on-going project with ACOMUC.

FY Life: FY 1981 - FY 1982	FY 1981	FY 1982
Project Total: ($000)	75	25
Attributable to WID:	75	25

527-0212 - EXPANDED FOOD FOR WORK PROGRAM (FFW)

This project will strengthen the Seventh Day Adventist (SAWS) and its local counterpart organization (OFASA's) capacity to distribute Title II commodities, administer a FFW program and improve the nutritional status of inhabitants of pueblos jovenes in Metropolitan Lima Ica Arequipa.

WOMEN'S COMPONENT: The component of the project directed toward women will involve vocational education; specifically for women of the FFW projects. Educational projects under the present grant involve handicrafts, sewing and cooking. In 1980 more emphasis will be placed on developing skills which will be applicable to the existing labor market.

FY Life: FY 1979 - FY 1982	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	200	150	140	200
Attributable to WID:	50	38	42	70

PERU

527-0186 - CARE: URBAN FEEDING PROGRAM

This project will strengthen the administration capacity of CARE/Peru to carry out a major program of food for work in pueblos jovenes of Lima, other coastal urban areas, and selected rural areas. These will include water, drainage, paving of streets, community centers, health facilities, parks and schools.

WOMEN'S COMPONENT: Women will provide labor for construction of some of the infrastructure contemplated in the project and will directly benefit from improved nutrition.

FY Life: FY 1980 - FY 1982	FY 1980	FY 1981	FY 1982
Project Total: ($000)	350	250	243
Attributable to WID:	60	60	70

527-0162 - APPROPRIATE RURAL TECHNOLOGIES

This project is aimed at developing an institutional mechanism for testing and adapting appropriate technologies to benefit the rural poor of the highlands.

WOMEN'S COMPONENT: Women will be given special attention by technology transfer agents through developing technologies which will result in time savings for rural women.

FY Life: FY 1978 - FY 1982	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	241	150	150	185
Attributable to WID:	-	-	10	10

PERU

527-0161 - PRE-SCHOOL EDUCATION AS A CATALYST FOR COMMUNITY DEVELOPMENT

This project provides low cost, non-formal pre-school education programs for poor children in the highlands of Peru, and encourages the active participation of parent and community members in the education process.

WOMEN'S COMPONENT: Women will be trained as community "promoters" to work in pre-school centers in semi-rural areas of the Peruvian highlands; in addition the project will focus attention on getting mothers active in pre-school programs, both in actual classroom participation as well as providing support to school-related activities (school feeding, school farms, etc.)

FY Life: FY 1979 - FY 1982	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	420	400	400	380
Attributable to WID:	210	200	200	140

527-0204 - ASSOCIATION FOR COOPERATION WITH CAMPESINO WOMEN (ACOMUC) -- CAMPESINA LEADERSHIP TRAINING

This project assisted the Association for Cooperation with Campesino Women (ACOMUC) in strengthening its institutional capacity and in training campesinas in a selected area in skills that will maximize utilization of their limited resources.

FY Life: FY 1978 - FY 1979	FY 1979
Project Total: ($000)	40
Attributable to WID:	40

PERU

527-0181 - FE Y ALEGRIA VOCATIONAL TRAINING IN THE PUEBLOS JOVENES (see also 527-0234)

This project is intended to increase the employment and earning capacity of the pueblo joven residents enrolled in Fe y Alegria schools through equipment of workshops, construction and modernization of vocational schools in four cities of Peru.

WOMEN'S COMPONENT: At least 40% of Fe y Alegria students are women, both youth and adults, who are upgrading their "employability" and earning capacity through training in such skills as sewing, typing, electricity.

FY Life: FY 1978 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	100	70
Attributable to WID:	40	28

527-0234 - FE Y ALEGRIA EXPANDED VOCATIONAL TRAINING PROGRAM IN THE PUEBLOS JOVENES

This project will provide basic skills training to urban youth in the poor pueblos jovenes, thereby increasing their employability and potential earning power. The new project will assist Fe y Alegria in expanding its outreach and focus its programs on special educational problems such as low female participation rate. New programs, for example vocational training for girls, will be planned based on these studies and will be implemented under the project.

WOMEN'S COMPONENT: Women will increase their employability by learning sewing, typing, carpentry, electrical repairs, etc.

FY Life: FY 1982 - FY 1984	FY 1981	FY 1982
Project Total: ($000)	150	100
Attributable to WID:	75	50

LATIN AMERICA AND THE CARIBBEAN REGIONAL

598-0574 - EDUCATIONAL MEDIA FOR INTEGRATION

This project is developing and testing low-cost extension education strategies to encourage women living on small farms to participate more actively in economically productive activities. Combinations of local mass media, extension agents, and interpersonal networks will be used to promote production and marketing of new products by farm women.

WOMEN'S COMPONENT: The project is presently working with farm women in pilot communities in the Dominican Republic. Instruction in the production and marketing of domestic farm animals and garden vegetables is provided through small group meetings and home visits. Local radio broadcasts will be used to extend the new practices to other communities, to sustain the interest and motivation of participating farm women, and to promote consumption of the new products by other families in the community. The new products produced by the women will generate supplemental income for the family and also increase the amount of protein in the family diet. The project is intended to stimulate communication and organization among participating women, and will contribute to the emergence of a new, more participatory role for farm women in the economic development activities of their communities.

FY Life: FY 1978 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	250	210	250
Attributable to WID:	250	210	250

LATIN AMERICA AND THE CARIBBEAN REGIONAL

598-0591 - REGIONAL LEGAL SERVICES FOR WOMEN

This project, a sub-activity of the Latin America and the Caribbean (LAC) Regional Human Rights Initiatives project, has enabled the Overseas Education Fund to undertake a three-year program of technical assistance aimed at strengthening the capacity of women's organizations in Costa Rica, Honduras and Nicaragua to work toward the common goal of improving the socio-economic conditions of women in their countries by promoting legal reform and more equitable application of existing civil and legal codes. Each of the organizations is developing its own autonomous programs to provide legal services and education to low-income women, as well as to analyze and advocate reform of laws and practices that discriminate against women.

The programs take different forms or approaches so as to address the areas of greatest need in each locality. The emphasis in Nicaragua is on popular education and on developing and presenting to the Council of State legislative proposals seeking equity for women under the law. The group in Costa Rica has chosen to stress legal services to women of limited economic resources, focusing on cases which have potential to produce desirable structural, cultural or legal change; i.e., cases which have potential impact extending beyond the individual receiving legal services. The organization in Honduras is committed to achieving total juridical equality between men and women in the new Constitution presently being drafted, and has proposed reforms to a number of laws and codes to that effect. This group has taken a "public interest" approach to providing legal services, assisting groups of women working toward common objectives. For example, they are providing legal advice and assistance to an organization of low-income women in a rural town in its struggle to gain title to land for housing; and helping women who do "piece work" in their homes (who lack any of the protections guaranteed unionized workers) to be aware of their rights and to organize and assist them through the process of unionization.

An important element of the regional program is the opportunity it provides, through periodic regional workshops, for exchange of experiences and information among the women involved in individual country program.

FY Life: FY 1979 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	166	194	97
Attributable to WID:	166	194	97

LATIN AMERICA AND THE CARIBBEAN REGIONAL

598-0600 - APPROPRIATE TECHNOLOGY FOR RURAL WOMEN

This pilot project seeks to improve the socio-economic condition and productivity of rural women in three Andean countries through the introduction and testing of technologies appropriate for use in the tasks women perform in agricultural production and animal husbandry, cottage industries and homemaking. The Inter-American Commission of Women, a specialized agency of the Organization of American States, is carrying out a three-year program of promotion, training and technical assistance with the cooperation of national governments, grassroots organizations and public and private technology institutions, by means of a process which takes into account women's participation in all phases from initial planning through evaluation. Activities have been under way in Bolivia and Ecuador since November 1979, and plans are being made to commence operations in a third country early in 1981.

This project was designed to benefit women specifically by attempting to reduce the differential between rural women's and men's access to technologies and customary forms of technical assistance. Activities have been carried out in a manner that assures that the women (and men) of the pilot communities are involved in the decision-making process at all stages of the project. Project managers, coordinators and promoters are women, who have enlisted the cooperation of government technical experts (often men) to provide advice, as needed, to the staff and to the communities. Selection of promoters, who are the key link between the projects and the grassroots organizations, was made with great care applying criteria including knowledge of native dialect, willingness to live and work in the communities, and experience in community development. A full six months was devoted to training the promoters and to data gathering, organization and promotion in each community. As a result the project not only has earned the support of the national and local governments, but also has succeeded in building a solid relationship of trust and commitment between the promoters and the people in the communities who are working together to achieve project objectives.

FY Life: FY 1979 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	169	157	111
Attributable to WID:	169	157	111

TYPE I PROJECTS FOR LATIN AMERICA AND THE CARIBBEAN REGION
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
BARBADOS (CARIBBEAN REGIONAL)				
538-0025-Social Services and Loans to Women	--	125	131	118
BOLIVIA				
511-0490-Women's Leadership Training	--	--	150	200
COSTA RICA				
515-0170-Credit for Rural Women	--	--	52	59
515-0140-OEF/FOV-Human Development	128	--	--	--
DOMINICAN REPUBLIC				
517-0146-APEC Vocational Training	--	81	319	--
EL SALVADOR				
519-0223-Economic/Social Improvement for Rural Women	198	--	150	106
519-0202-Promotion of Volunteer Services for Women 1/	--	--	--	--
GUATEMALA				
520-0145-Special Development Activities	--	50	--	--
520-0284-Women in Development	--	--	75	100
HAITI				
521-0109-Women in Development-NCNW	--	--	81	250
HONDURAS				
522-0181-Rural Women Legal Assistance	--	--	--	100
PARAGUAY				
526-0509-Legal Rights for Women	81	28	28	--
PERU				
527-0242-Integration of Rural Women	--	--	--	75
527-0195-Expanded Rural Women Training Program	--	--	75	25
527-0204-Leadership	40	--	--	--
REGIONAL				
598-0574-Educational Media for Women's Integration	250	210	250	--
598-0591-Legal Services for Women	166	194	97	--
598-0600-Appropriate Technology for Rural Women	169	157	111	--
TOTAL	1032	845	1519	1033

1/ Fully Funded in FY 1978 for 3 years. ($40,000)

TYPE II PROJECTS FOR LATIN AMERICA AND THE CARIBBEAN REGION
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
BOLIVIA				
511-0527-Rural Community Education	--	--	--	38
511-0549/0550-Small Farmers Cooperative Development	--	--	--	60
511-0451-Basic Food Production and Marketing	--	95	100	55
511-0452-Small Farmers Organizations I	--	38	49	--
511-0477-Rural Education I	--	75	--	--
511-0482-Rural Education II	--	--	85	--
511-0485-Farm Policy Study	--	42	--	--
COSTA RICA				
515-0133-Special Development Fund	7	13	14	20
515-0146-FUCODES Rural Credit Program	2	2	1	--
ECUADOR				
518-0001-Small Business Development	92	--	--	--
518-0004-Special Development Activities	25	25	25	50
518-0008-Tarqui Cooperative Development	70	140	133	--
518-0019-Agro-Industry/Rural Enterprise Development	--	--	--	2000
518-0028-Rural Education and Vocational Training	--	--	--	1000
GUYANA				
504-0060-Public Sector Training 2/	--	--	--	--
HAITI				
521-0062-Special Development Activities	12	15	15	15
521-0122-Agro-Forestry/Natural Resources Management	--	--	260	280
521-0146-General Participant Training	--	--	20	30
HONDURAS				
522-0157-Rural Technologies	100	200	100	100
522-0120-Agro-Industrial Export Development	200	--	--	--
522-0150-Agriculture Sector II	2200	--	600	400
522-0128-Pespire Valley Integrated Rural Development	15	--	--	--
522-0147-Hermandad Rural Leadership Training	33	--	--	--
JAMAICA				
532-0029-Special Development Activities	4	5	5	8
532-0047-Manpower Planning, Training and Employment	90	103	42	--
532-0055-Strengthening Social Development Services	--	24	--	--

2/ Fully funded for $1,000, $215 attributed to WID in FY 1977.

TYPE II PROJECTS FOR LATIN AMERICA AND THE CARIBBEAN REGION
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
JAMAICA				
532-0061-Agricultural Planning	45	12	60	72
532-0065-Science and Technology Energy	--	--	--	600
532-0072-Vocational Skills Training	48	66	130	--
PANAMA				
525-0101-Special Development Activities	5	3	5	5
525-0198-Training Rural Youth	90	--	--	--
525-0214-Workforce Development	--	--	--	500
PARAGUAY				
526-0101-Credit Unions	100	28	--	--
526-0109-Small Farm Technology	--	--	100	--
526-0120-Indian Settlement	21	19	--	--
526-0502-Rural Radio Education	180	--	--	--
526-0601-Special Development Activities	10	10	10	--
PERU				
527-0061-Special Development Activities	25	25	50	50
527-0149-Soy/Corn Production on Small Farms	89	94	--	--
527-0161-Pre-School Education	210	200	200	140
527-0162-Appropriate Rural Technologies	--	--	10	10
527-0181-Vocational Training	40	28	--	--
527-0192-Agricultural Research and Extension	--	940	50	50
527-0205-Expanded Food for Work	19	--	--	--
527-0212-Expanded Food for Work	50	38	42	70
527-0234-Expanded Vocational Training	--	--	75	50
527-0186-Urban Feeding	--	60	60	70
TOTAL	3782	2300	2241	5673

TYPE III PROJECTS FOR LATIN AMERICA AND THE CARIBBEAN REGION
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
BOLIVIA				
511-0468-Nutrition Improvement	--	375	--	--
ECUADOR				
518-0002-Rural Community Health	30	23	--	--
HAITI				
521-0138-Nutrition/Education	--	100	110	50
521-0136-Urban Health	--	35	20	30
HONDURAS				
522-0130-Integrated Rural Health	100	260	--	--
GUYANA				
504-0066-Rural Health	754	--	--	--
PARAGUAY				
526-0306-Health Education II	6	6	--	--
PERU				
527-0210-Nutrition Planning	--	--	119	120
TOTAL	890	799	249	200

ASIA

ASIA PROGRAMS

In addition to the activities supported under the bilateral assistance program in the developing countries of Asia, the Asia Bureau has undertaken several region-wide initiatives. For example the Bureau supported, through the Overseas Education Fund, the participation of women in development program managers in India, Bangladesh, Nepal, Indonesia, the Philippines and Sri Lanka at the U.N. World Conference on Women in Copenhagen in July 1980.

The Bureau is especially interested in the relationship between women's income and family/child nutrition status. A project design team in India will be looking at ways to add a women's income generation component to a nutrition project. In addition, the Bureau undertook a brief literature survey of the relationship between women's income and children's nutrition status. Another survey paper reviewing international donor experience with home gardens projects is also underway and that will lead to further explorations of the potential for activities in this area.

The Bureau has established and filled a staff position specifically for the purpose of increasing the consideration given to the role of women as participants and beneficiaries of development programs. The Bureau hosted a seminar to explore the possibility of developing women's components for ongoing projects. It is now developing a system to strengthen the examination and analysis of factors affecting women in project design, review and evaluation. The Bureau has also developed a set of draft guidelines for use by evaluation teams in assessing the impact of development projects on women.

Although the Bureau continues to see integration of women's concerns into the general fabric of the assistance program as most important, the Bureau will also give priority to certain activities, for example, home gardening, in which women can be shown to be primary beneficiaries. During the next year, the Bureau expects to formulate a comprehensive approach to women in development issues in Asia.

BANGLADESH

388-0051 - AGRICULTURE RESEARCH II

This project will strengthen the role of the Bangladesh Agriculture Research Council (BARC) in planning, monitoring and evaluating agricultural research and to deliver research results to small farmers and sharecroppers through the existing agriculture research and extension systems.

WOMEN'S COMPONENT: One component of this project will focus on improved utilization of the homestead unit especially with regard to growing of vegetables.

FY Life: FY 1981 - FY 1985	FY 1981	FY 1982
Project Total: ($000)	1,400	1,200
Attributable to WID:	70	60

388-0027 - TECHNICAL RESOURCES

This project aims to improve the Bangladesh Government's ability to plan, implement and evaluate high priority development activities. The project will establish in key agencies improved capabilities in the area of policy-related research, project development, short-term technical assistance and training of program managers with emphasis focussed on the problems of the rural poor and women.

WOMEN'S COMPONENT: Specific funds are earmarked for the training of women to upgrade skills and improve their chances for job advancement in development related sectors of the Bangladesh Democratic Government.

FY Life: FY 1979 - FY 1983	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	1,250	2,250	1,900	2,900
Attributable to WID:	100	250	400	400

BANGLADESH

338-0017/0052 - FOOD FOR WORK (FFW)

This project is a tripartite arrangement with A.I.D., CARE, and the Bangladesh Government to implement labor-intensive rural earthwork projects, including cleaning canals and water storage ponds and construction of embankments.

WOMEN'S COMPONENT: The FFW project already include special works projects for women on an experimental basis, but beginning in FY 1983 projects for women will be expanded if funds are made available. The effectiveness of current earth moving projects for women are being evaluated and the possibilities for other types of women's projects are being examined.

FY Life:	FY 1980	FY 1981	FY 1982
FY 1976 - FY 1980 (338-0017) FY 1981 - FY 1985 (338-0052)			
Project Total: ($000)	570	24,801	25,798
Attributable to WID:		1,376	1,935

INDIA

386-0476 - INTEGRATED MATERNAL AND CHILD NUTRITION

This project proposes to reduce malnutrition in children 0-5 years in the target areas and to determine the technical feasibility and cost of improving the birthweights of children. The project will seek to accomplish these purposes by upgrading of the Special Nutrition Program of the Government of India and by conducting information-gathering and innovative activities directed at ways of improving weight gain in pregnancy and earlier and improved ante-natal care.

WOMEN'S COMPONENT: The project will provide supplementary feeding for pregnant women and lactating mothers, nutrition and health education and social development training for the women in the program (including mothers and malnourished children), and training for a large, virtually all-women cadre of trained nutrition organizers. In addition, seed money for innovative pilot projects at the maternal and child nutrition center level will be considered; e.g., income generating activities for mothers, community development schemes benefitting women and children, women cooperatives, organizing village women associations, etc.

FY Life: FY 1981 - FY 1984	FY 1981	FY 1982
Project Total: ($000)	4,000	8,000
Attributable to WID:	2,000	4,000

INDIA

386-0468 - INTEGRATED RURAL HEALTH AND POPULATION

This project will improve access to health and family planning services that promote fertility and mortality reduction and improve and expand the services and support systems of the Government of India's Model Health Plan in thirteen "backward" districts spread over five states in India.

Access to health and family planning services will be improved by training and employing a large number of para-medical workers including traditional birth attendants and female multipurpose workers and by constructing service centers and quarters for female workers in rural areas. In addition, existing services will be improved and expanded by retraining existing male and female workers and by strengthening existing service facilities and support systems of the Model Plan such as training, communications and management systems.

WOMEN'S COMPONENT: The project calls for a large number of auxiliary nurse midwives and female supervisors who will be assigned to sub-centers and primary health centers located in rural areas. In addition, existing female workers and traditional birth attendants operating in villages are proposed to be retrained to improve their knowledge and skills.

FY Life: FY 1980 - FY 1982	FY 1980	FY 1981	FY 1982
Project Total: ($000)	23,700	9,400	6,900
Attributable to WID:	4,000	2,000	3,000

INDIA

386-0475 - MADHYA PRADESH SOCIAL FORESTRY

This project will establish and maintain tree plantations primarily on village wastelands unsuitable for cropping and on degraded forest reserves in need of rehabilitation. The objective is to develop and preserve renewable sources of firewood, small timber and fodder on such lands for the benefit of neighboring villages.

WOMEN'S COMPONENT: The principal gatherers and users of forest products are women. The project will attempt to incorporate women in the implementation aspect, chiefly as part of an extension service to be developed for social forestry. A substantial amoung of employment will be generated throughout the project period through planting and trench digging, much of which will be carried out by women.

FY Life: FY 1982 - FY 1986	FY 1982
Project Total: ($000)	25,000
Attributable to WID:	5,000

INDONESIA

497-0286 - SMALL-SCALE FISHERIES DEVELOPMENT

This project will increase the quantity, quality and variety of food fish available to poor consumers and provide additional income and employment for small, low-income coastal fishermen and fresh-water fish producers. The project has six parts: a pilot ice plant, rice-fish hatchery, floating fish cage demonstration, fresh-water shrimp production, fisheries extension and artisanal fisheries management.

WOMEN'S COMPONENT: The women's component will consist primarily of wives of fishermen and the laborers (50,000 women) who sort and pack, or process, the fish catch at cold storage and packing plants. A large number of families will directly benefit from this project. The Indonesian counterpart professional staff involved in planning this project includes two women, the Director, and Assistant Director of the Office of Foreign Cooperation, Directorate General of Fisheries. In addition, three women professionals will receive training through this project.

FY Life: FY 1981 - FY 1986	FY 1980	FY 1981	FY 1982
Project Total: ($000)	1,500	500	1,000
Attributable to WID:	1,050	350	700

497-79-100.18 - WOMEN IN DEVELOPMENT

This project enabled the Mission to contract with a consultant to inspect its project portfolio and to determine in what way current and planned projects could be more responsive to the needs of rural women. She provided guidance to several USAID project officers on strengthening the women in development component of their projects and will assist in running training programs for Government of Indonesia officials for rural women.

FY Life: FY 1979 - FY 1980	FY 1979
Project Total: ($000)	27
Attributable to WID:	27

INDONESIA

497-0225 - PRIVATE VOLUNTARY ORGANIZATION (PVO) CO-FINANCING

This project is an umbrella project which makes USAID development financing assistance available for projects designed and implemented by U.S. PVOs working in Indonesia. The purpose of the umbrella project is to assist PVOs to multiply and improve local-level development efforts within the priority sectors of A.I.D. assistance (Food and Nutrition, Health and Population, and Education and Human Resources Development). Approximately 15 U.S. PVO sub-projects receive USAID co-financing assistance each year.

WOMEN'S COMPONENT: Although a few of the subprojects financed by the umbrella project might be considered "Women Specific," most are not. However, there is a "Women Component" in most of the sub-projects. These components tend to be skills training specifically for women, nutrition education, and creation of more productive time by releasing women from their more traditional roles (especially water carrying). Women Specific sub-projects include assistance to women's organizations (which are generally PVOs).

FY Life: FY 1974 - FY 1987	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	850	1,800	1,325	2,500
Attributable to WID:	136	288	240	400

INDONESIA

497-0264/T-047 - PROVINCIAL DEVELOPMENT PROGRAM I (PDP I)

This project strives to improve the capability of the local governments of the provinces of Aceh (northern Sumatra) and Central Java to plan and undertake rural development activities which impact on the rural poor in a direct and immediate manner. The project provides both training in planning and project implementation for local government officials as well as funding for subprojects which aid in the development of rural areas and increase the incomes of the rural poor.

WOMEN'S COMPONENT: One subproject of PDP I will be the training and employment of 30 Home Technology Extension workers. They will be trained by recent Home Economics graduates of Syiah Kuala University. After their training the new extension workers will be assigned to Multi-purpose Centers where they will in turn train village women in such areas as mushroom culture, backyard poultry, duck raising, gardening, and other activities. They will also be extension agents for the new activities in the areas surrounding their Centers.

FY Life: FY 1977 - FY 1980	FY 1979
Project Total: ($000)	1,000
Attributable to WID:	80

NEPAL

498-0249 - STATUS OF WOMEN IN NEPAL

This project assisted in collecting and publishing information on the status of a representative range of rural Nepalese women to support planning for the integration of women in development. Phase I consisted of Secondary Research and to produce 4 monographs: (1) Statistical Profile on Nepalese Women; a Critical Review; (2) Tradition and Change in the Legal Status of Nepalese Women; (3) Institutions Concerning Women in Nepal; and, (4) An Annotated Bibliography on Women in Nepal. The work has been completed and the findings are published.

Phase II is devoted to original field research using an innovative combination of quantitative and qualitative research techniques (including an observational Time Allocation Study) to gather data on women in eight different communities. This phase has produced 7 village study monographs which are now awaiting publication. Phase III will be a monograph presenting comparative and aggregate analysis of the 7 village studies and major development related findings.

FY Life: FY 1979 - FY 1980	FY 1979
Project Total: ($000)	220
Attributable to WID:	220

NEPAL

367-0129 - RURAL AREA DEVELOPMENT - RAPATI ZONE

This project aims to improve food production and consumption by the rural poor; to improve and increase income generating opportunities accessible to poor farmers, landless laborers and occupational castes; to increase the availability and use of national delivery systems in the Zone; and to strengthen the capacity of local organizations to plan, implement and sustain local development efforts.

WOMEN'S COMPONENT: Minimal activities to include: (1) pilot activities to provide women training, materials and marketing and/or consumption advice in poultry and horticultural production; (2) some targeted training programs and priority consideration for all training in cottage industries activities, i.e. weaving, ginger production and processing, etc.; (3) pilot functional education program (i.e. "second chance" adult literacy) in selected areas; and, (4) support (scholarships and stipends) of leadership training and other relevant subjects at regional women's affairs training center.

FY Life: FY 1980 - FY 1984	FY 1980	FY 1981	FY 1982
Project Total: ($000)	3,500	4,900	6,480
Attributable to WID:	10	100	150

PAKISTAN

391-0415 - BASIC HEALTH SERVICES

This project is designed to improve the existing rural health care system in Pakistan and expand rural health services by establishing a system of Integrated Rural Health (IRH) Complexes. The IRH Complexes consist of a central Rural Health Center (RHC) and 4-10 Basic Health Units (BHUs) and provide health services ranging from nutrition education to preventive and curative health services.

WOMEN'S COMPONENT: The women's component of this project is an integral part of the overall activity. It consists of training of women health workers and upgrading the skills of less trained women health practitioners The project requires that half of the health workers assigned to IRH Complex be women. The recruitment of women health workers is carried out by the provincial health departments and local communities in areas where the workers will be assigned. Because of cultural constraints in Pakistan, women physicians and health workers are able to treat and examine women and children only.

Over the life of this project approximately 72 women mid-level health workers and 24 community-level health workers will be trained. The anticipated effect of this training and employment of women health workers will be an increased economic and social participation of women in their respective communities in addition to contributing to the improved health of women and children in Pakistan's rural society.

FY Life: FY 1977 - FY 1981	FY 1979
Project Total: ($000)	1,000
Attributable to WID:	500

PHILIPPINES

492-0320 - FOOD AND NUTRITION OUTREACH

This project is designed to further strengthen the capacity of the host government to operate at town or village level a local food production/nutrition assistance program focused on the least advantaged income groups.

WOMEN'S COMPONENT: Women are a specific target group. The long-range goal of the Nutrition Information, Education and Communication component of the project is to influence the attitudes of rural mothers towards the adoption of more desirable food and nutrition practices. In addition, Rural Improvement Clubs, 8,000 in number with a membership of about 800,000 women whose major club activities focus on improving the quality of life of rural women, will receive assistance under the project. Due to the project's emphasis on maternal and child nutrition, a large part of the various activities to be carried out will be directed toward and carried out by women.

FY Life: FY 1981 - FY 1985	FY 1981	FY 1982
Project Total: ($000)	1,084	1,000
Attributable to WID:	530	490

492-0357 - COSTAL WATERSHED ECOSYSTEMS DEVELOPMENT

This project will complete the pilot interventions aimed at rehabilitating the coastal zone including the development of fisheries conservation practices and the development of new fisheries resources; and rehabilitating the watershed zone including the development of practices which can reduce erosion, siltation and stabilize the water table. This will provide criteria and guidelines necessary to plan Phase II which will implement and expand the successful interventions.

WOMEN'S COMPONENT: Women play a significant role in artisinal fisheries and upland farming and handle practically all activities associated with post harvest and marketing of fish. Women are involved in gardening activities, i.e., root and vegetable crops and manage the raising of pigs, poultry and goats. They are also expected to play a role in managing the finances of enterprises developed under the project.

FY Life: FY 1982 - FY 1983	FY 1982
Project Total: ($000)	5,200
Attributable to WID:	20

PHILIPPINES

492-0308 - PARTICIPANT TRAINING II

This project will provide up to 15 person years of long-term academic training, and up to 90 person-months of short-term, non-academic training for officials of the Government of the Philippines (GOP) occupying key positions in the government's development administration. The overall goal of the project is to strengthen the managerial and technical capabilities of the Philippine Government manpower resources engaged in economic development. A significant multiplier effect is expected as returned participants disseminate newly acquired knowledge and skills both in the carrying out of job responsibilities as well as in conducting formal or informal training sessions within respective organizations.

WOMEN'S COMPONENT: In FY 1980, out of a total of 11 participants trained in various areas of analytical and technical skills, 4 were women holding key positions in government offices. A high ratio of female trainees is expected to be maintained throughout the life of the project.

FY Life: FY 1978 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	100	100
Attributable to WID:	30	37

PHILIPPINES

492-0345 - PRIVATE VOLUNTARY ORGANIZATIONS (PVO) CO-FINANCING

This project establishes a fund from which A.I.D. will finance sub-projects proposed by Philippines and U.S. voluntary agencies. Sub-projects will generally be small scale, high impact development activities which involve local communities in project design and implementation. Activities to be undertaken will address a wide range of community development and rural infrastructure activities. Proposals that increase the well-being and participation of disadvantaged groups and provide faster employment generation will be favored.

WOMEN'S COMPONENT: Among PVO activities in the Philippines is a project to assist Muslim women to achieve more equal status in their communities. The project supports efforts of Muslim and Christian women to discuss their social and economic roots as a means of improving the status of women. Another PVO-supported activity utilizes an educational association to expand leadership and skills training to women market vendors. It also emphasizes women and youth as future agents of social change.

FY Life: FY 1980 - FY 1982	FY 1980	FY 1981	FY 1982
Project Total: ($000)	900	600	1,400
Attributable to WID:	225	150	350

492-0331 - AGRICULTURAL EDUCATION OUTREACH

This project involves the collaboration of seven agricultural colleges to develop and undertake a program to improve the socio-economic status of small farm families (farmers, rural women, out-of-school youth, other rural inhabitants) in the areas serviced by the colleges.

WOMEN'S COMPONENT: Specific training programs will be offered to rural women through the farming training centers and as part of the village development projects initiated by colleges with their student development training program. School outreach activities include female trainees in efforts to assist rural women upgrade traditional skills, e.g. food processing and preservation. In addition, the outreach program introduces both men and women to new farm management skills, now little used.

FY Life: FY 1979 - FY 1982	FY 1979	FY 1981	FY 1982
Project Total: ($000)	600	1,609	791
Attributable to WID:	150	402	198

PHILIPPINES

492-0295 - ECONOMIC AND SOCIAL IMPACT ANALYSIS/WOMEN IN DEVELOPMENT (ESIA/WID)

This project is designed to help improve the capability of the Government of the Philippines (GOP) in monitoring and measuring economic progress, social change and impact of development projects, including the effects on women in their dual role as agents and beneficiaries of development.

WOMEN'S COMPONENT: The WID Component of the ESIA/WID Project aims to study the degree and extent of the participation of Filipino women in development in order to facilitate the design of policies and programs necessary to enhance their participation. Under the WID Component a pilot survey was conducted in order to test and refine some selected indicators on women's participation; special studies were initiated specifically to fill gaps in existing knowledge of women's activities; and, a national sample survey was undertaken using the indicators refined in the pilot survey and the indicators suggested in the special studies. The Institute of Philippine Culture is acting as the coordinator and implementing body for this component.

FY Life: FY 1978 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	500	1,000
Attributable to WID:	70	320

492-0322 - FRESHWATER FISHERIES DEVELOPMENT

This project aims to increase freshwater fish production and consumption in the Central Luzon area. The project strategy is to produce fish fingerlings to stock ponds and rice fields which in turn will produce fish for human consumption.

WOMEN'S COMPONENT: Approximately 55% of the extension agents are women. They participate at all levels of the Government decision-making process and are placed in administrative and professional positions with management responsibility. It is expected that some of the professional staff at the fisheries hatchery extension training center will be women. Student enrollment in university fisheries programs is about 60% women.

FY Life: FY 1979 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	400	1,000
Attributable to WID:	52	125

PHILIPPINES

492-0303 - BICOL INTEGRATED RURAL DEVELOPMENT

This project intends to provide selected technical assistance for implementation, monitoring and evaluation of Bicol component projects supported by A.I.D. loans and grants; to promote increased private sector investment in agribusiness and labor-intensive rural industry; and to package and facilitate financing of Bicol component projects by external donors and the GOP.

WOMEN'S COMPONENT: Women eligible for employment in various cottage industries should benefit from the increase in labor-intensive rural industry to be stimulated by project activities. The project assists other integrated development efforts for women in the Bicol region.

FY Life: FY 1978 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	5,000	760
Attributable to WID:	450	70

SRI LANKA

498-0249 - SURVEY THE STATUS OF WOMEN

This project funded a study to collect and generate information on the status and roles of a representative range of Sri Lankan women in order to support planning to facilitate the increased integration of women into the national development process.

FY Life: FY 1978 - FY 1979	FY 1979
Project Total: ($000)	19
Attributable to WID:	19

383-0044 - DEVELOPMENT SERVICES AND TRAINING GRANT

This project will provide a sound basis for long-term rural development and to strengthen capabilities to carry out development programs. Funds were made available to carry out studies in development topics mutually agreed to by the Government of Sri Lanka and AID; special concern activities (i.e. Women, IYC); training; consultants; and the expansion and strengthening of the Agrarian Research and Training Institute.

WOMEN'S COMPONENT: Women have benefitted under this project through Workshops, Conferences, Surveys and Training. A FY 1981 supplement will further expand the project scope and will pay particular attention to special activities (i.e. energy, appropriate technology) and women-specific programs.

FY Life: FY 1978 - FY 1982	FY 1979	FY 1981	FY 1982
Project Total: ($000)	2,600	1,900	1,300
Attributable to WID:	780	570	390

SRI LANKA

498-0251 - REPUBLIC OF MALDIVES, SURVEY TO IDENTIFY PRIORITY NEEDS OF OUTER ISLAND WOMEN AND THEIR FAMILIES

This project is financing a survey to obtain reliable data on the needs of island women and their families. Emphasis is placed on income and health needs. If feasible, and in response to identified needs, a pilot project will be designed aimed at improving the living conditions of the women and their families.

FY Life: FY 1979 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	83	7
Attributable to WID:	83	7

383-0061 - ASIAN REGIONAL WORKSHOP OF AFFILIATES OF THE INTERNATIONAL FEDERATION OF UNIVERSITY WOMEN

This project provided support for an Asian Regional Workshop for Affiliates of the International Federation of University Women for the participation of University Women and children in the development process.

FY Life: FY 1979 - FY 1980	FY 1979
Project Total: ($000)	3
Attributable to WID:	3

SRI LANKA

383-0060 - PRIVATE VOLUNTARY ORGANIZATIONS (PVO) CO-FINANCING

This project will finance activities through indigenous and U.S. private voluntary organizations (PVOs) agencies, and institutions in the private sector. Sub-project proposals will generally be for small-scale development activities which are simple in design, involve expeditious implementation, involve the local community, and commit the PVO sponsor and/or indigenous affiliates to no less than 25% of the total cost. Proposals are expected to address a wide range of special concerns, community development and rural infrastructure activities. Proposals which enhance local opportunities and capacities, generate indigenous solutions, improve the welfare and increase the participation of disadvantaged groups, and create employment opportunities will be favored.

WOMEN'S COMPONENT: Proposals which increase the participation of women in development will be encouraged.

FY Life: FY 1979 - FY 1983	FY 1979	FY 1980	FY 1981	FY 1982
Project Total: ($000)	523	600	300	500
Attributable to WID:	80	200	105	175

SRI LANKA

907-0003 - MARKETABLE SKILLS TRAINING TO INCREASE EMPLOYABILITY OF LOW INCOME RURAL AND URBAN YOUNG WOMEN-OVERSEAS EDUCATION FUND (OEF)

This project is financing a survey to identify major factors impeding employment of female liberal arts graduates, assess employment needs in the private and public sectors, and identify major areas of training that would enhance the opportunities of female graduates for such employment. Based on the results of the survey women will be offered training in the identified marketable skills and assistance in job placement after the training is completed.

FY Life: FY 1979 - FY 1980	FY 1979
Project Total: ($000)	187
Attributable to WID:	187

THAILAND

493-7017 - ASSISTANCE TO THE 4-H CLUB PROGRAM-THE NATIONAL 4-H COUNCIL OF THE U.S.

This project will assist in expanding and strengthening the 4-H program. It is expected that 4-H enrollment, in the four selected project areas, will double within the project year as a result of an improvement in the quality of 4-H Club activities and trained extension workers and local volunteer leaders. The project is aimed at identifying the needs of rural village youth, developing pilot projects and carrying out effective income generating activities through the establishment of a provincial revolving loan fund.

WOMEN'S COMPONENT: Young women will be organized into clubs and encouraged to undertake projects in agriculture, home economics, and related areas. They will have access to funds from the provincial revolving loan fund for carrying out these projects.

FY Life: FY 1979 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	298	400
Attributable to WID:	199	267

493-8004 - HILLTRIBE YOUTH LEADERSHIP TRAINING-THAI HILLCRAFT FOUNDATION (THCF)

This project is providing nonformal education for 60 selected hilltribe youths in leadership and vocational skills training.

WOMEN'S COMPONENT: The first group of trainees consisted of 12 girls from different tribes. It is expected that the number of girls participating in the training will equal approximately 50% at any given time.

FY Life: FY 1979 - FY 1982	FY 1979
Project Total: ($000)	32
Attributable to WID:	13

THAILAND

493-0296 - PRIVATE VOLUNTARY ORGANIZATIONS (PVO) CO-FINANCING

This project is designed to expedite A.I.D. approval and funding for PVO activities in Thailand. Its goals are to raise the general standard of living, improve the distribution of income and social services, and provide support to self-help development efforts which directly affect the lives of the poor majority.

WOMEN'S COMPONENT: A number of PVO projects notably those in the nutrition field and rural development aim at women as principal beneficiaries. There are specific projects which deal with women's issues and all projects have aspects which affect the lives of Thai women. Marketing outlets have been established in certain locations, and more will be encouraged, to give village women an outlet for their produce. For example: marketing outlets for hilltribes' products at MALAN Center, Chiang Mai; at Thai Hillcraft Foundation in Chiang Rai and Bangkok; and a marketing outlet for women's handicrafts at the trade center in Chacheongsow.

FY Life: FY 1980 - FY 1984	FY 1980	FY 1981	FY 1982
Project Total: ($000)	300	1,000	1,000
Attributable to WID:	210	700	700

493-0022 - ECONOMIC, SOCIAL AND COMMUNITY DEVELOPMENT ACTIVITIES FOR LOW-INCOME WOMEN - OVERSEAS EDUCATION FUND (OEF)

This project will improve the economic and social conditions of low-income rural women, initially in Northeast Thailand, through an innovative nonformal education approach and strengthen the present efforts of the Department of Public Welfare (DPW) to increase the participation of rural women in development in land settlements. Two female staff members of the DPW will be trained to serve as project supervisors and twenty village women will be trained as nonformal education facilitators. Women will be encouraged to adopt new agricultural practices, enter vocational training programs, begin small individual or cooperative businesses, etc.

FY Life: FY 1980 - 1981	FY 1980
Project Total: ($000)	39
Attributable to WID:	39

THAILAND

493-0034-T - THAILAND RURAL RECONSTRUCTION MOVEMENT (TRRM)

This project will enable Thailand Rural Reconstruction Movement (TRRM) to work in the 48 selected villages of Chainat and Uthaithani Provinces in developing a village management system. The project is also aimed at motivating local leaders to make a contribution towards the development of programs for solving economic and social problems.

WOMEN'S COMPONENT: Training courses for the target group will be varied depending on the needs of villagers. Results of a survey have identified the subjects of interest as dress-making, hair-dressing, craft-work, agriculture, electrical work, mechanical work, home economics, etc. Women and men alike who participate in vocational training under this project will have access to loans from the revolving fund established under this project to set up a small business.

FY Life: FY 1981 - FY 1983	FY 1981
Project Total: ($000)	138
Attributable to WID:	46

THAILAND

493-0007 - RURAL VOCATIONAL TRAINING AND NUTRITION

This project will train 800 students and teachers in four schools in Phitsanulok Province in school based food production for use in school lunch programs and motivate and guide 400 parents in increased production of food for home use. The project also aims to improve the health of school children and teachers in these schools through lunch programs and to train 60 unemployed adults of the Province in building trades for rural-based employment.

WOMEN'S COMPONENT: Initially, the food production at the schools will be undertaken by female students and mothers under the guidance of a cook, trained by the YMCA. As much as possible women will be involved in the decision-making process through the Parent-Teacher Organization on types of vegetables and animals to be produced at the school. Mothers will take part in the training through such courses as handicrafts, sewing and small cottage industries. A nursery and mother-child care center will be organized to increase awareness of good care and nutrition for infants and children. This would run concurrently with training courses for their husbands. Most courses will be open to women as well as men. Some, such as sewing, tailoring, weaving, home crafts, infant care, health and nutrition will be especially for women.

FY Life: FY 1980 - FY 1982	FY 1980
Project Total: ($000)	231
Attributable to WID:	115

TYPE I PROJECTS FOR ASIA REGION
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
INDONESIA				
497-79-100.18-Women in Development	27	--	--	--
NEPAL				
498-0249-Status of Women in Nepal	220	--	--	--
SRI LANKA				
907-0003-Marketable Skills	187	--	--	--
498-0249-Survey Status of Women	19	--	--	--
498-0251-Survey to Identify Priority Needs of Outer Island Women	83	7	--	--
383-0061-Regional Workshop	3			
THAILAND				
493-0022-Economic/Social and Community Development Activities for Low Income Women		39		
TOTAL	539	46		

TYPE II PROJECTS FOR ASIA REGION
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
BANGLADESH				
388-0051-Agricultural Research II			70	60
388-0027-Technical Resources	100	250	400	400
388-0017/388-0052-Food for Work		--	1376	1935
INDIA				
386-0475-Madhya Pradesh Social Forestry				5000
INDONESIA				
497-0286-Small-Scale Fisheries		1050	350	700
497-0225-Private Voluntary Organizations Co-Financing	136	288	240	400
497-0264/T-047-Provincial Development Program II	80	--	--	--
PHILIPPINES				
492-0357-Costal Watershed	--	--	--	20
492-0308-Participant Training II	30	37	--	--
492-0345-Private Voluntary Organizations Co-Financing	--	225	150	350
492-0303-Bicol Integrated Rural Development	450	70	--	--
492-0331-Agricultural Education Outreach	150	--	402	198
492-0295-Economic/Social Impact	70	320	--	--
492-0322-Freshwater Fisheries	52	125	--	--
492-0320-Food and Nutrition	--	--	530	490
SRI LANKA				
383-0060-Private Voluntary Organizations Co-Financing	80	200	105	175
383-0044-Development/Training	780	--	570	390
THAILAND				
493-7017-Assistance to the 4-H Club	199	267	--	--
493-8004-Hilltribe Youth Leadership Training	13	--	--	--
493-0296-Private Voluntary Organizations Co-Financing	--	210	700	700
493-0034-T-Thailand Rural Construction	--	--	46	--
493-0007-Rural Vocational Training	--	115	--	--
NEPAL				
367-0129-Rural Area Development	--	10	100	150
TOTAL	2140	3167	5039	10968

TYPE III PROJECTS FOR ASIA REGION
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
INDIA				
386-0476-Integrated Maternal/Child Nutrition	--	--	2000	4000
386-0468-Integrated Rural Health/Population	--	4000	2000	3000
PAKISTAN				
391-0415-Basic Health Services	500	--	--	--
TOTAL	500	4000	4000	7000

NEAR EAST

NEAR EAST PROGRAMS

As part of its commitment to the integration of women in the development process, the Near East Bureau has undertaken a number of activities which include the following:

-- The formation of a Women in Development Task Force within the Bureau to review, on a country by country basis, the portfolios of projects and overall strategy from a WID perspective. The main objectives of such a review are to develop appropriate guidelines for ensuring that topical issues concerning women are addressed in all phases of project identification, design, implementation and evaluation; to identify new programming opportunities, particularly in the areas of productive employment and income generation for women (including requisite skills training, as well as to improve and strengthen existing WID programming efforts within the overall context of development assistance strategy in the countries concerned. The consensus within the Bureau's Task Force favors the incorporation of women in the overall portfolio of the Near East rather than developing a separate portfolio of discrete women's projects.

-- Providing the technical assistance of the Near East Bureau's Women in Development Officer to the following Missions per their request:

Egypt: The WID Officer reviewed the portfolio and strategy considerations from a WID perspective; assisted in the design of research instruments that would more effectively pick up the range of economic activities in which women are engaged (but which generally escape adequate enumeration and remain unvalorized) for off-farm employment; assisted in the conceptualization of female labor force participation in the industrial sector with a view to increasing the aggregate demand for female industrial labor; and assisted in identifying new programming opportunities for Egyptian women consonant with the need to increase household and family income of the urban and rural poor (through expanding opportunities for female employment), raise the status of women (through dissemination of information on women's rights as articulated in Egyptian legislation), reduce fertility (through strengthening basic education for girls, and expanding skills, and functional literacy training, and employment opportunities for women). These new programming opportunities which are currently in various stages of exploration and design are in addition to a sizeable number of projects in the Egypt portfolio that include significant WID components. USAID/Cairo identified 13 such projects in its response to the Administrator's cable on WID, of June 1980, and several other projects, where opportunities exist to strengthen WID concerns, were identified as a result of the portfolio review.

Yemen: To identify WID programming opportunities, particularly in income and employment generation as well as strengthening women's organizations. The major emphasis was on strengthening the existing portfolio of projects to meet these needs. Thus, for example, the Title XII project (Agriculture Development Support), as a result of inputs made to build in and strengthen the WID component, will now include the establishment of an oversight committee charged with making the necessary inputs through the life of the project to address and meet relevant WID concerns. Similarly, the Local Resources for Development project has built in an action-oriented research component to determine the range of economic activities women perform as well as the tools women use in productive and service activities. This research will be undertaken with a view to incorporating the data in the design of the employment generating component of the project, the objective being to introduce appropriate technology that relieves women from the arduousness of their tasks as well as to raise the aggregate demand for female labor so as to increase family income.

Lebanon: To assist in the design of income/employment generation programming opportunities as well as do liaison work with the WID Institute of the Beirut College for Women.

-- Commissioning a six-country research study on female labor force utilization (actual and potential) in Egypt, Morocco, Yemen, Tunisia, Jordan and Syria, both for policy and programming considerations.

-- Charging the Bureau's WID Officer with the compilation of data and information on women in the Near East and a directory of resource people; liaising with other AID bureaus and offices, international, and non-governmental organizations, etc. where WID concerns are under their purview. In addition, the Officer has presented papers on Arab women in a number of conferences and seminars, nationally and internationally.

JORDAN

278-0238 - VOCATIONAL TRAINING

This project is contributing to raising the skill levels of workers and thus the total productivity of the Jordanian labor force. Opportunities for gainful employment for youth, both male and female, from lower income families will be increased. Project activities funded jointly by the Government of Jordan (GOJ) and A.I.D. include constructing and equipping a trade training center; a seminar in modular training techniques; U.S. training and observation tours for VTC staff; establishing a sister-school link between the VTC and counterpart training institution in the U.S.; and conducting a research study of Women's Employment Opportunities designed to produce an action program to increase the participation of females in the work force.

WOMEN'S COMPONENT: This activity is expected to encourage a trend towards greater female participation in skilled and semi-skilled trades by devising training programs for women consonant both with their inclinations and with projected labor market demands. One of the six VTC Trade Training Centers stipulated in the VTC five-year plan will be exclusively for girls; individual course offerings for girls may be developed at other schools as well. The VTC women's employment opportunities study, assisted by USAID, is expressly intended to result in the design of VTC courses for women. Mission expects research project to help revitalize Ministry of Labor's Women's section currently in the process of reorganization.

FY Life: FY 1979 - FY 1980	FY 1979	FY 1980
Project Total: ($000)	225	1,900
Attributable to WID:	-	75

MOROCCO

608-0139 - NON-FORMAL EDUCATION FOR WOMEN

This project will stengthen the infrastructure of Promotion Feminine, a cadre of 2,000 semi-professional and professional women civil servants who serve at the national and provincial levels. Under the project, the training capacity and effectiveness of the foyer program will be improved in areas directly responsive to employment potentials: curriculum development, job development, improved management, skill training and teacher training.

The women's centers (foyer feminine) network reaches approximately 45,000 women, most of whom live in small towns or rural areas and who are illiterate or semi-illiterate. Project activities at the foyer level include income generating activities such as bee keeping, poultry and rabbit raising, sewing uniforms, small plot gardening and making cous cous. Other activities are courses in farm practice and procedures. literacy skills, and traditional foyer activities. Project also includes a $300,000 fund made available to individuals or groups within a foyer to cover the start-up cost of the entrepreneurial ventures.

FY Life: FY 1978 - FY 1982	FY 1982
Project Total: ($000)	735
Attributable to WID:	735

MOROCCO

608-0166 - MOROCCAN WOMEN'S UNION - OPERATIONAL PROGRAM GRANT (OPG)

This project will attempt to improve the economic and social conditions of low-income rural and urban women. Project goal will be consistent with national development priorities and will complement the efforts of national and local governments, regional commissions such as the Arab Women's Union of the Arab League, and the efforts of indigenous and foreign non-government organizations.

FY Life: FY 1981 - FY 1982	FY 1981
Project Total: ($000)	200
Attributable to WID:	200

608-0147 - INDUSTRIAL AND COMMERCIAL JOB TRAINING FOR WOMEN

This project is assisting the Ministry of Labor to establish and operate two pilot training centers which offer training to women in non-traditional vocational areas. It is estimated that 450 women will be recruited for training at two pilot centers during the project period. A great many more will be trained if the pilot project is successful, since the program will be replicated in other training centers operated by the Ministry of Labor.

WOMEN'S COMPONENT: Women are being trained in drafting, electricity, electronic assembly, accounting and office management (secretarial skills). During the first year of project activity (which includes one term of courses) the young women performed very well in the courses and they have been completely accepted by their male instructors and colleagues. For the second term the response was overwhelming as the number of applicants far exceeded the number of available places. The Ministry of Labor plans to expand the training programs for women for the Fall 1980 term.

FY Life: FY 1978 - FY 1982	FY 1981	FY 1982
Project Total: ($000)	600	735
Attributable to WID:	600	735

TUNISIA

664-0307 - COMMUNITY DEVELOPMENT

This project is assisting Save the Children Federation (SCF), an American Voluntary Organization, to promote village-based self-help projects in three delegations of the Governorate of Siliana. The projects have been in the fields of irrigation, weaving, solar energy/intermediate technology, agricultural training, construction of community centers and schools, and home improvement.

WOMEN'S COMPONENT: Of the 20 separate projects undertaken to date, there are seven weaving projects and one gardening project for rural women. The projects, located in 8 different communities, have benefited a total of 131 women, many of them widows/heads of households. The purpose of the projects has been to improve the quality of weaving and rug making and to increase family revenues through the marketing of rugs and blankets made by the women. The women receive 6 months of training and are provided with looms and starting material. One project, involving 16 girls, has incorporated courses in literacy, nutrition and health into the 6 months training.

FY Life: FY 1978 - FY 1980	FY 1980
Project Total: ($000)	300
Attributable to WID:	97

664-0293 - LIVESTOCK FEED PRODUCTION AND UTILIZATION

This project is aimed at developing the Government of Tunisia (GOT) capability to reach the small livestock farmers in 18 governorats with modern technology in forage production, feed utilization and livestock management.

WOMEN'S COMPONENT: Women participate in the preparation and care of field forage demonstrations to a lesser extent than their participation with the livestock management. The wives and women of the extended family share in the output of these forage and livestock demonstrations. The products produced for sale are forage, meat and milk products. A small part of the milk produced by dairy cows is processed into cheese, and this is generally an activity handled by the women. Women extension agents are being trained for both central and field staff.

FY Life: FY 1977 - FY 1980	FY 1980
Project Total: ($000)	657
Attributable to WID:	329

TUNISIA

664-0295 - FAMILY PLANNING SERVICES

This project assists the Government of Tunisia (GOT) to strengthen and expand family planning services primarily in rural areas through (1) expanding clinical services, (2) developing pilot household/community based contraceptive distribution program (3) upgrading medical/paramedical training program, (4) developing expanded Information, Education and Communication program, (5) developing a stronger research and evaluation capability. Projected for 1982 is a crude rate birth of 30 per thousand and an annual growth of about 2 percent.

WOMEN'S COMPONENT: The women's component, excluding female clients who received family planning services, consists basically of professional training received in-country or overseas for program personnel e.g., mid-wives, nurses, nurses' aides, etc. An estimated 30% of the training component of the program can be attributed to WID.

FY Life: FY 1978 - FY 1981	FY 1979	FY 1980	FY 1981
Project Total: ($000)	1,641	1,615	1,800
Attributable to WID:	66	65	72

TUNISIA

664-0304 - AGRICULTURE TECHNOLOGY TRANSFER

This project is to create a trained nucleus of agriculture cadre to identify, select, and manage the future agricultural technology of Tunisia, and to introduce appropriate technological innovations which can be applied in the delivery of services and support to the agriculture sector. During the life of the project it is anticipated that some 65 participants will receive long term academic training in a wide range of agriculture subjects.

WOMEN'S COMPONENT: This project seeks to improve the opportunity for women to play a greater role in agriculture through special consideration in selection of participants.

FY Life: FY 1978 - FY 1981	FY 1981
Project Total: ($000)	1,455
Attributable to WID:	364

664-0297 - INTEGRATED PRE-SCHOOL FEEDING

This project was aimed at increasing the effectiveness of the preschool feeding program by improving overall management and operations and integrating preventative health and health/nutrition education components into an on-going program. Assistance is designed to provide (1) technical assistance and consultants, (2) equipment and materials and (3) other costs.

WOMEN'S COMPONENT: Approximately 100 unskilled women serving as preschool, supplemental feeding center agents will receive on-the-job training in food service, nutrition/health, and sanitation practices to up-grade their job skills enabling them to increase their job security and earnings.

FY Life: FY 1977 - FY 1979	FY 1979
Project Total: ($000)	33
Attributable to WID:	3

TYPE I PROJECTS FOR NEAR EAST
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
MOROCCO				
608-0138-Non-Formal Education	--	--	--	735
608-0166-Moroccan Women's Union	--	--	200	
608-0147-Industrial and Commercial Job Training	--	--	600	735
TOTAL	--	--	800	1470

TYPE II PROJECTS FOR NEAR EAST
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
JORDAN				
278-0230-Vocational Training	--	75	--	--
TUNISIA				
664-0307-Community Development	--	97	--	--
664-0293-Livestock Feed Production	--	329	--	--
664-0304-Agriculture Technology Transfer	--	--	364	--
TOTAL	--	501	364	--

TYPE III PROJECTS FOR NEAR EAST
($000)

COUNTRY/PROJECT NUMBER AND TITLE	FY 1979	FY 1980	FY 1981	FY 1982
TUNISIA				
664-0295-Family Planning Services	66	65	72	--
664-0297-Integrated Pre-School Feeding	3	--	--	--
TOTAL	69	65	72	--

DATA

DATA

The 1978 Report to Congress gave an extensive report on data as an integral part of the women in development effort, arguing that what was needed was a "system of socioeconomic indicators to provide national statistics on an internationally comparable basis which describe the participation of women in important aspects of national life."

The need for data is clear, yet the problem is complex. A.I.D. Policy Determination 60 (1974) on women in development data identified three different kinds of data activities appropriate for A.I.D.: 1) improvement of national statistics; 2) better data for A.I.D. project design and evaluation; and 3) reasonable reporting requirements to inform AID/W of project activities.

Since 1978 there has been significant progress in two of the three areas. The "reasonable reporting" requirement has become the WID tracking system which requests annual updates from the missions on WID-specific and WID-component projects, including budget amounts and adequate descriptions of how the WID component has been structured. The missing element here is a follow-through to the evaluation stage, which is becoming more feasible as more of these projects are completed and new ones begun. The Office of Evaluation in PPC has developed an excellent document by Ruth Dixon, Assessing the Impact of Development/Projects on Women, which integrates the issue of developing evaluation measures for women into mainstream evaluation issues and practices. In addition, there is room for much more qualitative information on project impact on women which could be more systematically collected by the regional bureaus.

On the general issue of data for design and evaluation, the primary goal is the standardization of the collection of sex-disaggregated data. Many projects are based on local surveys and sectoral documents (such as marketing, energy, credit, etc.) prepared by missions or by the Development Support Bureau. In many cases, reporting of sex differences would have helped integrate women into project design, but sex was often not considered as a variable. Thus the key questions for an effective women's component--such as whether the landless are disproportionately women, or whether women have access to formal credit--are not brought out.

The background social analysis required for projects--the social soundness study--is carried out according to general guidelines of what must be included. These guidelines have recently been changed, and although they do not stress women, they do stress the need to collect data on age, sex and ethnicity--all factors which are highly relevant to project impact and success. If sex-disaggregated data were routinely collected, the data base on women would be greatly enriched. This is not only an issue of women's equity, understanding "what works and what doesn't" is not a simplistic calculation for most development interventions. The special problems of women and the role of women in decision making can be used as an important perspective to understand the impact of development interventions in general.

Finally, there is the question of how to improve national statistics. Policy Determination 60 recognizes that A.I.D. cannot do this alone, and that the improvement of national statistics can only be done in concert with international agencies and in keeping with the priorities of the governments involved. Inadequacy of data was a major issue at Copenhagen. In June of 1980 the Statistical Office of the United Nations Secretariat published a background document, "Sex-Based Stereotypes, Sex Biases and National Data Systems," a review of national statistical practices which bias or underreport activities of women. A number of such instances are reviewed including: 1) the tendency to survey men only, as in special sample surveys, or to report only male responses in census tabulations; 2) the use of the household as a unit of analysis, or the reliance on the male head of household to report data for all members of that household; 3) the lack of recognition for female heads of household; 4) underreporting of economic activity, particularly in unpaid farm and family enterprise labor, but also in the informal sector; and 5) weaknesses in important women's status indicators such as educational levels and health indices.

The Programme of Action of the Copenhagen Conference focusses on "Research, data collection and analysis" as an area in which important strides may be taken:

> Research should be aimed at developing effective methodologies of planning for women's development and at evaluating the participation of women in the informal sectors of the economy; the health status of women, the double burden of working women and data on the degree of absence of women because of maternity, educational opportunities or lack thereof for women, in particular factors contributing to illiteracy, the full access of women including drop-outs to all types and levels of education, the conditions of the female headed household, the participation in the formal sectors of the economy, political participation and the nature of the contributions of women's organizations.

Various U.N. agencies including the specialized agencies, the Directory of International Statistics, and the United Nations Institute for Research and Training for the Advancement of Women (INSTRAW) are called upon to cooperate in developing better statistics on women, and to work with national governments to:

> "encourage statistical operations and practices that are free from sex based stereotypes and appropriate research methdology that would have relevance to the participation of women in development and equality between the sexes."

As the 1978 Report to Congress shows, A.I.D. has moved on a number of fronts to improve statistics and methods of analysis for women's participation. The problem of the reliability and use of aggregate data--census data or estimates based on census data or surveys at the national level--presents one set of problems. The attempt to improve data collection and analysis by census bureaus is the goal of the Office of Population's contract with Dualabs (Data Use and Access Laboratories), which is working with census staff members of selected countries to analyze existing but unused data from the 1970 Round of Censuses.

In 1980 a project of data sources and dissemination with the Bureau of the Census International Data Division developed a set of tables with male/female and urban/rural comparisons for all A.I.D. countries based primarily on census data. These tables, which cover nineteen variables including basic demographic information, employment status, educational experience, and, where feasible, information on migration, are available on tape through the Economic and Social Data Systems office of the Development Support Bureau's Development Information Unit (DS/DIU). Country-by-country printouts are being distributed to missions to assist them in programming for women.

As the 1978 Report to Congress argues, aggregate data is important but it is not sufficient. Social indicators will never be fully quantified at the aggregate level; micro studies, anthropological case studies, and sectoral surveys and analyses must be used to supplement census and household survey information.

The Women in Development Office has worked to identify new problems and sift through available materials where data is not regularly collected. The International Center for Research on Women produced two important studies of this type: Women in Migration: A Third World Focus, and Women-Headed Households: The Ignored Factor in Development Planning. As part of the background work for Copenhagen, they also looked at problems of statistical measurement in The Productivity of Women in Developing Countries: Measurement Issues and Recommendations.

Missions have also been active in collecting and disseminating national statistics on women. A number, including Sri Lanka, Bolivia, Mauritania, Paraguay, and Nepal have done status of women reports. In the case of Nepal, an exceptionally important study of women's time use and economic activity is being done; this is one of the few studies which focuses on the relation between women's "economic" activities (often missed by the census) and "domestic" work. In Mauritania a six-month field study "Women in Mauritania: The Effects of Drought and Migration on their Economic Status and Implications for Development Programs" is being translated into French and used in program planning and project development and implementation.

On labor force participation, the Middle East Bureau and the Office of Labor Affairs have worked together on projections of women's labor force needs in the Middle East. The Women in Development Office sponsored a series of papers by the International Center for Research on Women on employment issues and a preliminary analysis of aggregate labor force participation rates and development indicators, Female Labor Force Participation Trends in the Developing World, 1965-1975: Report on Task I.

Studies done under Section 104(d) of the Foreign Assistance Act, which looks for the relationship between social and economic variables and fertility, can also be seen as relevant to women in development as there is an important link between improved status for women and declines in fertility.

Evaluations and surveys done by regional bureaus and the Development Support Bureau also have useful material, although there is need for more integrated analysis and for dissemination of that material throughout the A.I.D. system. The DSB small scale enterprise survey showed a high percentage of women entrepreneurs in off-farm small businesses, and the Urban Development Office work on effective small credit associations had similar results. A recent evaluation of an agro-industrial project in Guatemala showed interesting impacts on rural women, both as farmers and plant employees.

In the future, the Women in Development Office will continue its support for collecting and analysis of data through:

1) work with the Bureau of the Census to expand the women in development data base it has begun and produce regional handbooks of data on women. This is a project that could affect the way data is collected internationally through the training programs offered by the Census Bureau to national census bureaus in LDCs;

2) continued support for analytical studies, to identify issues and trends as well as timely support for special survey work being done by missions along the lines of the Nepal or Mauritania cases;

3) efforts to coordinate women in development data banks and information resource centers in the U.S. and internationally;

4) encouragement for other parts of A.I.D. to collect and analyze the data they use by sex; and

5) the production, in cooperation with the Bureau of the Census, of a guide to data use.

CONCLUSIONS AND RECOMMENDATIONS

CONCLUSIONS AND RECOMMENDATIONS

Progress in acknowledging women's roles in the development process has been steady, if not rapid, both worldwide and in A.I.D. in the last few years. The Copenhagen Conference set an international agenda for action on women in development, a research agenda and guidelines for data collection. It also affirmed that concern over women's roles in development is not a western idea imposed on the Third World but is, rather, an idea with worldwide acceptance and interest.

To illustrate the agreement between A.I.D.'s views and strategy and that of the wider world, a look at A.I.D. proposals and the conclusions reached at Copenhagen is instructive. During the Preparatory Committee meetings before the Copenhagen Conference, A.I.D. was asked to provide the U.S. delegation with talking points and suggestions. A.I.D. responded with the following suggestions:

1. that the double burden of LDC women should be emphasized--work of women in the household and in economically productive activities around and outside the home;
2. that the role of women's organizations in the development process be included in addition to support for women's bureaus or "national machinery;"
3. that training should be emphasized in both the employment sections and the education sections;
4. that income-generation capacity and income-generating opportunities be discussed as well as employment opportunities;
5. that strong emphasis be placed on including the unpaid labor of women in national statistics;
6. that the formation of cooperatives and credit associations for women be encouraged;
7. that women should be given access to technology and technological know-how.

Paragraph 229, of the Programme of Action contains remarkably similar ideas:

> 229. The United Nations and its organizations should, in co-operation with national Governments, develop strategies to increase women's participation in the social, economic and political life, to ensure full and effective participation of women in all sectors and at all levels of the development process, including planning, decision-making and implementation, and in order to facilitate this, seek to:
>
> (a) Reduce the burden on women of tasks traditionally performed by them in the home and in food production and child care through appropriate technology and a fair division of labour between women and men;
>
> (b) Counteract factors which tend to keep girls and women out of schools and training centres;
>
> (c) Create new employment and occupational mobility opportunities for women;
>
> (d) Increase the economic returns to women for their labour, and implement the principle of equal pay for work of equal value;
>
> (e) Recognize the important contribution of women to economic development, raise the productivity of women's labour for their own benefit and the benefit of their own families, and at the same time undertake appropriate structural changes to prevent women's unemployment;
>
> (f) Recognize the vital role of women in agriculture and guarantee them equitable access to land, technology, water, other natural resources, inputs and services and equal opportunities to develop their skills;
>
> (g) Promote equal participation of women in the industrialization process, counteract possible negative effects of industrialization, and ensure that scientific and technological development will benefit both women and men;
>
> (h) Ensure women's active participation in and access to primary health care, considering their specific health needs.

While the A.I.D. list includes an emphasis on women's organizations and the list in paragraph 229 includes women's active participation in and access to primary health care, it should be noted that A.I.D. supported a paper on women and health and the Copenhagen Conference produced a strong section on the role of women's organizations in development, as was noted earlier in this report under Results of Copenhagen.

However, while there is agreement on the issues and interest in activities to help alleviate women's problems, progress in this area is considerably slower than the setting forth of objectives. In reviewing progress during the first half of the Decade for Women, the Programme of Action resulting from the Copenhagen Conference noted:

> The accomplishments of the first half of the Decade include sensitizing planners and decision-makers to women's needs and problems, conducting research and building a data base on women, and promoting legislation safeguarding women's rights. However, with the general exception of the countries with advanced social services, serious problems, such as inadequate financial allocation, lack of skilled personnel, and so on, continue to exist in many countries. This constraint is to a considerable extent - especially in developing countries - due to the general economic problems such as scarcity of resources and/or under-utilization of existing resources. In many cases it reflects the priority Governments accord to issues concerning women. Another major constraint facing such mechanisms is their limited mandates. Thus, several existing mechanisms do not have strong executive and implementing authority. Similarly, the terms of reference given to such mechanisms tend to restrict them to welfare activities traditionally associated with women and thereby reinforcing stereotyping of women's roles and attitudinal prejudices. The sensitizing task of these special mechanisms has, as yet, insufficiently resulted in an actual integration into policy planning and implementation by Governments and international organizations, of the question of sharing between the sexes of all responsibilities.

In April 1979, the Senate Committee on Foreign Relations requested a report on women in development activities through the end of calendar year 1980 which updated the 1978 Women in Development Report to Congress, described the efforts and activities of A.I.D. in connection with the mid-term conference on the UN Decade for Women, outlined the WID goals set by that conference and gave an indication of what actions the U.S. might take to implement those goals. Preceding sections of this report set forth the Women in Development (WID) projects and other activities of the missions and central bureaus since 1978 and updates the section on data.

Two other sections give the background on the UN Decade for Women and describe the activities and projects undertaken by A.I.D. in connection with the Copenhagen Conference. These activities involved support, along with other nations, to the UN Secretariat for the UN Decade for Women Conference and to the NGO Forum which paralleled the official government meeting. Other projects supported allowed LDC experts and representatives of women's organizations to participate in workshops and seminars at Copenhagen. Another set supported U.S. women in development papers and activities mainly around the sub-themes of the Conference--employment, health and education. The section of this report entitled "Results of Copenhagen" describes and quotes the major women in development objectives, and priorities in the Programme of Action adopted at Copenhagen with an emphasis on those set forth in the section: National Targets and Strategies for the Full Participation of Women in Economic and Social Development. This was the section adopted by consensus at Copenhagen even though, subsequently, the U.S. voted no on the entire program because of the paragraphs on Zionism and assistance to Palestinian women.

PPC/WID intends to issue a condensed version of the National Strategies section of the Programme of Action as a guide to A.I.D. missions, contractors, Title XII institutions and interested persons in the development community because this document reflects the international consensus as to strategies and priority areas for action "for accelerating the full participation of women in economic and social development.

The projects and data sections of this report update similar sections in the 1978 Report to Congress. The projects described in the section were submitted by A.I.D. missions as women in development projects in accordance with the "WID code" sent to missions along with instructions on designating projects in accordance with A.I.D. "special concerns." Since judgment questions are involved and since individuals in different missions will not make the same decisions about similar projects, the results are imperfect and comparisons are sometimes difficult. Nevertheless, the code reflects some important judgments. There is an emphasis on increasing women's income generating skills. The code distinguishes between projects which see women as beneficiaries of services--as passive recipients--and those which treat women as active agents in and contributors to the development process.

The WID projects are divided into three types--women specific projects, women's component projects, and health, nutrition and population projects which train women or enhance their capacities as agents of change. A fourth type--"impact on women projects"--are not included. These are projects in which the impact on women is described or in which the benefits to be derived from the project are substantially equal for men and women. Examples of these are some education projects and some agriculture projects. Health, Nutrition and Population projects which address women's needs for services only are not considered WID projects.

A study of the projects reveals that Type II projects--those with a women's component--usually have a small proportion of the total project cost attributable to women. A.I.D. is only beginning to restructure projects around the concept of women as agents and active contributors to development. However, an improvement in the analysis of the situation of the female beneficiary population is discernible. Specific characteristics, such as the number of female headed households, high levels of migration, or number of women active in agricultural production are often noted. Similarly, there is often recognition of the need for deliberate effort, reflecting that a project or a women's component was designed to overcome constraints on women's participation. Finally, it should be noted that there are very few women-specific projects and that they are small in size.

SUMMARY OF AGENCY'S WID PROJECT FUNDING
BY REGION/BUREAU AND TYPE
($000)

FY 1979 - FY 1982

REGION/BUREAU	FY 1979				FY 1980				FY 1981				FY 1982			
	TYPE I	TYPE II	TYPE III	TOTAL ALL TYPES	TYPE I	TYPE II	TYPE III	TOTAL ALL TYPES	TYPE I	TYPE II	TYPE III	TOTAL ALL TYPES	TYPE I	TYPE II	TYPE III	TOTAL ALL TYPES
LATIN AM/CARIBBEAN	1,032	3,911	890	5,578	845	2,300	799	3,944	1,519	2,241	249	4,009	1,033	5,673	200	6,906
ASIA 1/	539	2,140	500	3,179	46	3,167	4,000	7,213	--	5,039	4,000	9,039	--	10,968	7,000	17,968
AFRICA	2,183	1,017	800	4,000	1,354	4,926	77	6,357	450	9,761	965	11,176	1,100	5,440	1,430	7,970
NEAR EAST	--	--	69	69	--	501	65	566	800	364	72	1,236	1,470	--	--	1,470
PROG/POLICY COORD.	1,871	14		1,885	1,690			1,690	3,022			3,022	4,185			4,185
--WID	(1135)	--	--		(1408)	--	--		(2822)	--	--		(3990)	--	--	
--EVAL	--	(14)	--		--	--	--		--	--	--		--	--	--	
--PDPR	(736)	--	--		(282)	--	--		(200)	--	--		(195)	--	--	
DEVELOPMENT SUPPORT		187	4,574	4,761		205	5,467	5,672		240	6,091	6,331	--	--	--	
--POP 2/		(120)	(4574)		--	(165)	(5467)			(200)	(6091)		--	--	--	
--AGRI	--	(67)	--		--	(40)	--		--	(40)	--		--	--	--	
PRIVATE/DEV. COOP.	300			300	720			720	891			891	370			370
--OLAB	--	--	--		--	--	--		(360)	--	--		(370)	--	--	
--PVC	(300)	--	--		(720)	--	--		(531)	--	--		--	--	--	
TOTAL	5,844	7,095	6,833	19,772	4,655	11,099	10,408	26,162	6,682	17,645	11,377	35,704	8,158	22,081	8,630	38,869

1/ TYPE III funding for FY 81 and FY 82 represent two projects in one country.
2/ Figures not available for FY 82.

Looking at the funding totals of all types of projects. one finds that the women-specific projects level is comparatively low in all four years, from FY 1979 through FY 1982, growing only from approximately $6 million to $8 million. This is somewhat disheartening in light of the fact that these Type I projects represent highly concentrated efforts to direct development benefits to women as a group, and to make it possible for that group to participate on an equal basis in LDC societies. When the PPC/WID funding is subtracted from the totals in the Type I column the figures range from $4709 to $4168--a decline of approximately $600,000. And this reflects plans for the two out-years--1981 and 1982. Actual obligations are frequently less than what is planned and women in development projects have traditionally been low on the priority lists of missions.

Type II projects show a more encouraging trend--growing from a $7.0 million level in FY 1979 (actual obligations) to a planned expenditure of $22.0 million in FY 1982. These components of projects which are designed with deliberate concern for enhancing women's opportunities within the context of a larger project are clearly becoming the Agency's preferred women in development model. Included in this group, however, are several large, single planned efforts which contribute to the totals significantly. If one of these planned efforts fails to materialize, the results would change significantly.

Thus, these funding totals give a mixed picture. There is evidence of the heightened awareness of the need to make deliberate efforts to overcome constraints on women's participation. There is increased attention to women's roles as active contributors to economic productivity as opposed to seeing them as passive recipients of welfare services. And there is increased knowledge of women's roles and responsibilities demonstrated in project plans and descriptions forwarded by the missions.

However, one cannot help but be aware of:

1. the relatively small percentage amount of funding attributable to women in development; and
2. the miniscule efforts to close the gap between men and women in relation to access to resources training and other benefits of development.

Actual funds expended in FY 1979 and FY 1980 for all types of WID projects was $20 million and $26 million respectively. By FY 1982 the figure is projected to increase by some $12 million. In percentage terms, out of a total development assistance budget in FY 1980 of $1.24 billion, all WID activities account for a little more than 2 percent.

It should be noted that plans are good but implementation is the proof of the pudding. Unless more women can be found to serve on project teams and unless more U.S. and LDC women are trained in development skills, implementation may be slow and the results discouraging. This points, again, to the need for training of more U.S. technical assistants and for women-specific projects which aim at training and empowering LDC women to take responsibility for their own problems and giving them the tools to do so.

Both the Africa Bureau and the Latin American/Caribbean Bureau have good devices for funding the smaller women-specific projects. In the LAC Bureau these are funded under the Special Develpment Activities funds set up in a number of missions. In the Africa Bureau the Regional Women in Development project can be used for funding women-specific projects, for assisting missions in adding-on women's components to existing or new projects, and for technical assistance to missions. PPC/WID is beginning a program of training of technical assistants and of building WID expertise within A.I.D. and the development community at large.

In June 1980, the A.I.D. Administrator sent a cable to all missions "to reaffirm and re-emphasize A.I.D.'s and I.D.C.A.'s interest in women in development." In the cable missions were called on to do more than is already being done to involve women in the development process both as producers or contributors to economic production and as receivers of services. The cable outlined several courses of action which the missions might choose among in their efforts to improve performance in women in development:

- reviewing the total mission WID strategy
- working more actively with host governments to promote WID
- designing components to improve opportunities for women's income/employment in new projects
- adding-on similar components to on-going projects
- providing increased assistance to local women's organizations which are active in development.

Further, the cable offered technical advice from AID/W where it is not available locally and AID/W funding for technical assistance under circumstances where mission funding is not feasible.

By June 30 the missions were requested to respond by indicating:

1. which course(s) of action would be undertaken
2. any problems foreseen
3. a sketch of proposed WID activities
4. an outline of AID/W support requested, and
5. examples of successful WID efforts already undertaken.

All missions responded. Mission replies to the cable were in many cases lengthy and comprehensive and provided a wealth of new data on planned and on-going WID activities. In several instances missions explicitly welcomed the message and used the occasion to bring mission personnel together for discussions, special reviews and strategy sessions on women in development. Bangladesh, Thailand, Indonesia, Honduras, Guatemala, Cape Verde were some missions replying with in-depth reveiws of their WID programs.

There was a wide variation in missions' characterizations of host government policies affecting women in development. Some missions (Morocco, Jordan, Sri Lanka,Peru, Dominican Republic, Ecuador, Guinea-Bissau, Liberia, Tanzania, Cameroon, Botswana, Niger) described their host governments as being enlightened and therefore receptive to the USAID's interest in pursuing women in development activities. Others indicated a lower level of interest in the subject on the part of the host country government (India, Syria).

In regard to requests for AID/W technical assistance several missions indicated they had found locally available expertise in women in development (Jordan, Philippines, Thailand, Indonesia, Sudan) or that local PVO's were carrying a major share of responsibility for this program area (Senegal, South Pacific, Peru, Thailand). The REDSO's in East and West Africa were cited as WID resources by several African missions. Thirteen missions made specific requests for AID/W immediate or future technical assistance.

In addition to the requests for technical assistance and additional funds the response cables:

1. showed that missions have adopted a variety of staffing patterns in order to pay particular attention to women in development concerns;
2. described several innovative on-going and proposed projects which look promising and from which other missions may gain ideas;
3. reported on a considerable amount of information on the situation of women in A.I.D. assisted countries which has already been compiled;
4. demonstrated that local women's organizations and some private voluntary organizations are active in the promotion of development activities which will benefit women as well as men.

The number of missions reporting on completed or on-going projects to collect information on the situation of local women was very high (21). These research projects range from comprehensive "Status of Women" surveys which contain time-allocation data, quantitative economic and social surveys, and anthropologic analysis for an entire country, and take two to three years to complete (Nepal, Liberia, Ghana, Philippines, Ecuador, Peru, Honduras) to a variety of studies which are smaller in scope and may focus on the current status of women in a geographic area or the role of women in a program sector (Sudan, Kenya, Thailand, Barbados, Guatemala, Costa Rica, Haiti). Other missions described successful data and research projects underway in connection with sector assessments and individual project development efforts (Cape Verde, Tanzania). And some (Cape Verde, Somalia) deplored the lack of available information on local women.

The necessity to include program recommendations in all WID data collection studies was noted by several missions. In Mauritania, the

USAID first commissioned a general study of women in that country (Female Life in Mauritania), by Barbara Abeille and followed it with an in-depth assessment of the effects of internal migration on women in several key locations. When this report was completed in October, an in-country seminar was held and the programmatic implications of this research discussed by the mission staff, contractors, Peace Corps and PVO representatives and PPC/WID.

The Nepal mission described in detail the type of relevant findings their three year status of women project produced:

Agriculture

- -- Identification of areas of appropriate training for women, e.g., composting, animal husbandry, horticulture, fertilizer and pesticide use, seed storage;
- -- Identification of appropriate seasons of times of day for training of women;
- -- Identification of constraints to agricultural credit use by women.

Natural Resources

- -- Identification of types of intermediate technology to lighten types of work load and at same time to improve efficiency of resource usage.

Employment

- -- Identification of manufacturing or construction skills of women in various localities which can be used as a basis for cottage industry cooperatives or for training women as skilled construction;
- -- Identification of preferred types of employment for women;
- -- Identification of constraints to their taking employment out of the home.

Child Care and Nutrition

- -- Identification of household decision-making processes affecting family food consumption;
- -- Identification of prevailing child care practices.

This project, cited as a success story by the mission, demonstrates the possibility of designing research on women which can feed directly into the project planning and designing process.

In describing their research and data collection activities several other missions included some noteworthy comments about the situation of women in their host countries:

-- In Lesotho, an estimated 70% of rural households are de facto headed by women.

-- In Dijbouti, 80% of USAID's total Development Assistance level over the next four years is expected to have its primary impact on women.

-- The Burundi mission, in providing a description of WID issues in that country, summarized the situation of rural women in many other parts of the world as well:

> (1) "The contribution of women to Burundi's agricultural labor force exceeds that of men. While production of cash crops is generally the province of men, women concentrate on food crops which include growing, processing and storing the family's food supplies; fetching wood and drawing water; raising children and providing health care for them. The resource base of some women has shrunk while obligations have grown, particularly in those regions where heavy out-migration of men have left women as de facto heads of households. These households constitute one of the poorest groups in Burundi."
>
> (2) "Social norms and customs prohibit Burundi women from easily adapting to new and improved technologies offered. Living close to the margin, they often fear that change will reduce their abilities to care for their families. Uncertain access to land and credit and sometimes to education prevents them from obtaining new technologies which would allow them to become more productive and increase their incomes."
>
> (3) "Rural women's channels for access to information are not the same as men. Although extension services are ostensibly provided to farmers without regard to sex, in practice, Burundi women

> have little or no access to an extension service primarily staffed by men. Cultural constraints further prohibit communication between women and men (separate communications networks exist), and little awareness is given to women's domestic responsibilities which affect availability for training. Extension information reaches women second hand, and vital facts are often lost in indirect transmission process. This has had especially adverse impact on female heads of households."

Whereas the mission's descriptions of their activities in the data collection area were largely similar, there was great variation in their descriptions of staffing women in development programs. A large number of missions (16) commented on management issues in their responses to the WID cable.

On one end of the spectrum were those missions which had designated an individual to be responsible for WID issues on a part-time or full-time basis and felt this was a successful division of responsibility (Ghana, Bangladesh). Several missions in this category also noted that local resources (either direct-hire employees or contractors) were providing the WID expertise (Senegal, Indonesia, Sudan, Philippines). The Guatemala mission described its plan to form a WID "Project Team" comprised of officers from several divisions.

However, there were other missions which expressed frustration and dissatisfaction with the way in which attention to women in development was being paid. One example: "WID concerns in general have tended to be treated more in a haphazard rather than systematic manner." The Niger mission complained that they have not enough staff to respond to "promising women's initiatives" and USAID/Philippines reported they can only concentrate on generating WID activities in new projects rather than plan to modify on-going projects for lack of staff. This point was echoed in the cable from Indonesia, although that mission also reported that each project officer was currently undertaking a review of his/her projects (on-going and new) utilizing a WID checklist prepared for this occasion by a mission WID consultant. In Guinea-Bissau and Burundi, "women-only" projects will not be undertaken because of staff and funding constraints. USAID/Morocco said staff was no problem - funding was.

Several missions put forth suggested criteria for women in development staff and or consultants. In Zaire the mission needs more WID experts who will accept remote rural assignments. Nepal cabled that "too many contract teams are all male." In West Africa the REDSO recommended three individuals on the REDSO staff who could serve as WID advisors to missions in that region. However, from Mali came the suggestion that a position for regional WID officer ought to be created and assigned to the SDPT in Bamako and the mission WID officer system should be abolished, a suggestion with which the Niger mission agreed. Several missions cited the Peace Corps as a resource for personnel with WID expertise.

What emerges from the cable responses in this area is an overall picture of rather ad hoc treatment of WID responsibility throughout the missions. Where resources are available and in-house staff expertise is adequate, the opportunities for WID programming are optimized. If this is not the case, however, the missions are cognizant of their own deficiencies.

Among the sectors, agriculture and rural development appear to be receiving increased attention by field missions currently. Fifteen missions reported on activities (planned or on-going) which were designed to improve the outreach to women farmers through agricultural extension and other farm services (Guinea-Bissau, Tunisia, Zaire, Cameroon, Rwanda, Sudan, Burundi, Botswana, Kenya, Niger, Philippines, Barbados, Ecuador, Guyana).

Clearly, training of female agriculture extension agents, improvement of communications and delivery of technical inputs to female farmers are becoming a priority in many countries. In addition, several missions reported on their efforts to improve specific technologies appropriate to women's tasks which appear quite promising:

-- In Tanzania, a project to improve agriculture production and transportation technology.

-- In Guinea-Bissau, projects to improve rice husking and palm oil extraction technology.

-- In Upper Volta, a project which will include a mobile unit to display prototypes of labor saving devices for women.

-- In Kenya, projects to create technology which reduce women's work burden in the provision of fuel and water.

-- In Ecuador, an appropriate technology for rural women's project.

Another area where wide agreement emerged in the mission responses was on the subject of the role of private and non-governmental organizations in carrying our WID projects. The mission in Sri Lanka cabled that "PVOs are particularly well suited for WID activities" (along with the Peace Corps). In the South Pacific, USAID/Fiji requires data on women be collected by the PVOs operating throughout the islands and states the PVOs are being responsive in developing employment training, agricultural production, and marketing projects for women. The missions in Thailand, Barbados, Dominican Republic, Peru, Haiti, Tanzania, Rwanda, Senegal and Philippines support (or plan to) PVOs which are involved in WID. Often these PVOs are linked to organizations of local women. They carry out a variety of training programs and social services for women in additon to developing much needed organizational management and leadership skill among participating women.

In Lesotho, Ecuador and in Guatemala the governments have recently initiated establishment of ministry or cabinet level Women's Bureaus. In all three cases, AID was contracted to provide technical assistance in these efforts. National women's organizations in Tunisia and Somalia have links with the missions there and in Guinea-Bissau attempts are being made to strengthen the relationship between the mission and the National Women's Committees.

Based on the experience gained since the last report to Congress in 1978, on the responses from missions to the June Administrator's cable, and on the results of the Copenhagen Conference, it is recommended:

1). that the two track system of women in development projects be continued--

    a. that the women-specific projects be aimed at:

        (1) building the capacity of LDC women to participate as equal partners in the development process especially through women's organizations and with host country women's bureaus.

        (2) collecting data on LDC women which is necessary for planning, designing and implementing integrated projects.

    b. that increased attention be given to women's concerns in large agriculture and rural development projects undertaken by the Agency--

        (1) through addressing women in development concerns at the Project Identification Stage.

        (2) increasing pilot efforts in agriculture and rural development projects which enhance women's productivity, including the development and introduction of time and labor saving devices for women, and provide extension services and training aimed both at income generation and community and family improvement.

2). that WID training of contractors, PVOs and AID personnel be increased and that exchange of information on replicable projects and on utilizing WID data be continued and expanded;

3). that data collected be sex-disaggregated;

4). that mechanisms be established to meet the need for getting small amounts of project monies to the local or grass roots level quickly when project opportunities are identified. The Africa Bureau Regional Women in Development project and the LAC Bureau Special Development Activities projects are examples of beginning efforts in this area;

5). that the goals, objectives and priority areas for action set forth in the national targets and strategies section of the Programme of Action be used as guides in WID program development and implementation;

6). that cooperation on WID among OECD/DAC donors be continued and supported.

APPENDICES

U.N. DECADE FOR WOMEN

MID-TERM GOALS
FROM THE U.N. DECADE FOR WOMEN WORLD PLAN OF ACTION:

The achievement of the following should be envisaged as a minimum by the end of the first five-year period (1975-1980):

(a) Marked increase in literacy and civic education of women, especially in rural areas;
(b) The extension of co-educational technical and vocational training in basic skills to women and men in the industrial and agricultural sectors;
(c) Equal access at every level of education, compulsory primary school education and the measures necessary to prevent school drop-outs;
(d) Increased employment opportunities for women, reduction of unemployment and increased efforts to eliminate discrimination in the terms and conditions of employment;
(e) The establishment and increase of the intrastructural services required in both rural and urban areas;
(f) The enactment of legislation on voting and eligibility for election on equal terms with men, equal opportunity and conditions of employment including remuneration, and on equality in legal capacity and the exercise thereof;
(g) Encouragement of a greater participation of women in policy-making positions at the local, national and international levels;
(h) Increased provision for comprehensive measures for health education and services, sanitation, nutrition, family education, family planning and other welfare services;
(i) Provision for parity in the exercise of civil, social and political rights such as those pertaining to marriage, citizenship and commerce;
(j) Recogition of the economic value of women's work in the home in domestic food production and marketing and voluntary activities not remunerated;
(k) The direction of formal, non-formal and life-long education towards the re-evaluation of the man and woman, in order to ensure their full realization as an individual in the family and in society;
(l) The promotion of women's organizations as an interim measure within workers' organizations and educational, economic and professional institutions;
(m) The development of modern rural technology, cottage industry, pre-school day centres, time-and-energy-saving devices so as to help reduce the heavy work load of women, particularly those living in rural sectors and for the urban poor and thus facilitate the full participation of women in community, national and international affairs;
(n) The establishment of interdisciplinary and multisectoral machinery within the government for accelerating the achievement of equal opportunities for women and their full integration into national life.

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A

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PROGRAMME OF ACTION FOR THE SECOND HALF OF THE UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE*

Part of future chapter I of the report of the Conference
to the General Assembly at its thirty-fifth session

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* The Programme of Action was adopted by the World Conference of the United Nations Decade for Women at Copenhagen at its twenty-first (closing) plenary meeting on 30 July 1980 by a roll-call vote of 94 to 4, with 22 abstentions.

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The definitive version of the Programme will be included in the report of the Conference to the Assembly at its thirty-fifth session (future document A/CONF.94/35). Full particulars of votes on specific provisions of the Programme as well as statements made in explanation of vote and reservations will be given in the Conference' report to the General Assembly, which will also include an account of proceedings in the plenary Conference and its Committees, the text of resolutions adopted by the Conference, a list of documents before the Conference, and other relevant matter.

PROGRAMME OF ACTION FOR THE SECOND HALF OF THE UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

Part One: Background and framework

INTRODUCTION

A. Legislative mandates

1. The mandates for the Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace are as follows:

(a) General Assembly resolution 3520 (XXX) of 15 December 1975, in which the Assembly decided that in 1980, at the mid-point of the Decade, a world conference would be convened to review and evaluate progress made in implementing the recommendations of the World Conference of the International Women's Year, held in 1975, and to readjust programmes for the second half of the Decade in the light of new data and research;

(b) Economic and Social Council resolution 2062 (LXII) of 12 May 1977, in which the Council requested the Secretary-General to prepare for the consideration of the Commission on the Status of Women, at its twenty-eighth session, a report outlining a programme of concrete action for the second half of the United Nations Decade for Women: Equality, Development and Peace;

(c) General Assembly resolution 33/185 of 29 January 1979, in which the Assembly decided upon the subtheme, "Employment, Health and Education", for the World Conference and recommended that the Conference should place emphasis on elaborating action-oriented plans for integrating women into the developmental process, particularly by promoting economic activities and employment opportunities on an equal footing with men, through, *inter alia*, the provision of adequate health and educational facilities;

(d) General Assembly resolution 33/191 of 29 January 1979 by which it was decided that the World Conference of the United Nations Decade for Women: Equality, Development and Peace would be held in Copenhagen.

B. Objectives of the United Nations Decade for Women: Equality, Development and Peace

2. In 1975, International Women's Year, a World Conference was held in Mexico City which adopted the World Plan of Action for the United Nations Decade for Women: Equality, Development and Peace, 1976-1985, and the Declaration on the Equality of Women and their Contribution to Development and Peace. The principles and objectives proclaimed at the Mexico City Conference for the Decade for Women: Equality, Development and Peace are still relevant today and constitute the basis of action for the Decade. They were further reaffirmed by a number of United Nations regional,

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sectoral and international meetings as well as by the social and economic recommendations of the Conference of Non-Aligned and Developing Countries on the Role of Women in Development held in Baghdad in May 1979, which were endorsed by the sixth summit of Heads of State and Government of Non-Aligned Countries.

3. Equality is here interpreted as meaning not only legal equality, the elimination of de jure discrimination, but also equality of rights, responsibilities and opportunities for the participation of women in development, both as beneficiaries and as active agents. The issue of inequality as it affects the vast majority of women of the world is closely related to the problem of underdevelopment which exists mainly as a result of unjust international economic relations. The attainment of equality pre-supposes equality of access to resources and the power to participate equally and effectively in their allocation and in decision-making at various levels. Accordingly, it must be recognized that the attainment of equality by women long disadvantaged may demand compensatory activities to correct accumulated injustices. The joint responsibility of men and women for the welfare of the family in general and the care of their children in particular must be reaffirmed.

4. Development is here interpreted to mean total development, including development in the political, economic, social, cultural and other dimensions of human life as also the development of economic and other material resources and also the physical, moral, intellectual and cultural growth of the human person. The improvement of the status of women requires action at the national and local levels and within the family. It also requires a change in the attitudes and roles of both men and women. Women's development should not only be viewed as an issue in social development but must be seen as an essential component in every dimension of development. To improve the status of women and their role in the process of development, such development must be an integral part of the global project for the establishment of a New International Economic Order based on equity, sovereign equality, interdependence, common interest and co-operation among all States.

5. Without peace and stability there can be no development. Peace is thus a prerequisite to development. Moreover peace will not be lasting without development and the elimination of inequalities and discrimination at all levels. Equality of participation in the development of friendly relations and co-operation among States will contribute to the strengthening of peace, to the development of women themselves and to equality of rights at all levels and in all spheres of life, as well as to the struggle to eliminate imperialism, colonialism, neo-colonialism, zionism, racism, racial discrimination, apartheid, hegemonism, and foreign occupation, domination and oppression as well as full respect for the dignity of the peoples and their right to self-determination and independence without foreign interference or intervention and to promote guarantees of fundamental freedoms and human rights.

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C. Nature and scope of the Programme of Action

6. In compliance with the mandates given above, the present Programme of Action has been drawn up for the second half of the Decade, 1980-1985, to promote the attainment of the three objectives of equality, development and peace, with special emphasis on the subtheme - namely, employment, health and education as significant components of development taking into account that human resources cannot achieve their full potential without integrated socio-economic development. The Programme aims at strengthening comprehensive and effective strategies to obstacles and constraints on women's full and equal participation in development including actions to solve the problems of underdevelopment and of the socio-economic structure which places women in an inferior position and to increase their contribution to the strengthening of world peace.

7. The following Programme of Action, formulated at the mid-point of the Decade, recognizes that considerable efforts have been made by the majority of countries in furtherance of the objectives of the Decade, but that progress has been insufficient to bring about the desired quantitative or qualitative improvements in the status of women. On the assumption that the three main objectives of the Decade - Equality, Development and Peace - are closely interlinked with one another, the purpose of this Programme of Action is to refine and strengthen practical measures for advancing the status of women, and to ensure that women's concerns are taken into account in the formulation and implementation of the International Development Strategy for the Third United Nations Development Decade.

8. The present Programme focuses on ensuring women's increased participation in the realization of the objectives of the World Plan of Action. The recommendations seek to indicate the interrelated nature of actions that need to be taken simultaneously on several fronts such as those related to world economic issues for the International Development Strategies for the Third United Nations Development Decade and the implementation of the Programme of Action for the New International Economic Order thus elaborating the approach adopted in the World Plan of Action. In particular, the World Plan of Action gives high priority to improving the conditions of the most disadvantaged groups of women - especially the rural and urban poor and the vast group of women workers in the tertiary sector. This Programme gives high priority to improving the conditions of the most disadvantaged groups of women, particularly those disadvantaged because of socio-economic and historic conditions, with emphasis on rural and urban poor and on the subtheme: employment, education and health. An attempt has also been made to recommend practical measures to be incorporated in all aspects of the development of society.

9. Although the World Plan of Action for the Implementation of the Objectives of the International Women's Year 1/ already contains a comprehensive list of

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1/ See Report of the World Conference on International Women's Year, Mexico City, 19 June-2 July 1975, United Nations publication, Sales No. E.76.IV.1, document E/CONF.66/34, chap. II, sect. A.

measures necessary to achieve those objectives, it is evident, and has been further borne out by the review of progress made over the past five years, that they cannot be achieved in such a short span of time and that periodic reviews are needed to strengthen the strategies and objectives of the Plan in line with major world developments. Therefore, the possibility of a second decade could be envisaged for the period 1985-1995. The recommendation to hold another conference in 1985 has already been made by two of the regional preparatory meetings - those of the Economic Commission for Western Asia (ECWA) and the Economic and Social Commission for Asia and the Pacific (ESCAP).

I. HISTORICAL PERSPECTIVE

A. The roots of inequality of women: the problems of development and equality of participation of women and men in development

10. The causes of the inequality between women and men are directly linked with a complex historical process. They also derive from political, economic, social and cultural factors. The form in which this inequality manifests itself is as varied as the economic, social and cultural conditions of the world community.

11. Throughout history and in many societies women have been sharing similar experiences. One of the basic factors causing the unequal share of women in development relates to the division of labour between sexes. This division of labour has been justified on the basis of the childbearing function of women, which is inherent in womanhood. Consequently, the distribution of tasks and responsibilities of women and men in society have mainly restricted women to the domestic sphere and have unduly burdened them. This has led to women often being regarded and treated as inferior and unequal in their activities outside the domestic sphere and to a violation of their human rights. It has given them only limited access to resources and participation in all spheres of life, notably in decision-making, and has also resulted in many instances in institutionalized inequality in the status of women and men.

12. The inequality of women in most countries stems to a very large extent from mass poverty and general backwardness of the majority of the world's population caused by underdevelopment which is a product of imperialism, colonialism, neo-colonialism and also of unjust international economic relations. The unfavourable status of women is aggravated in many countries, developed and underdeveloped, by de facto discrimination on the grounds of sex. 1/

13. It can be argued that the predominant economic analyses of labour and capital insufficiently trace the linkages between production systems in world economics and women's work as producers and reproducers; nor is the subjection, exploitation, oppression and domination of women by men, sufficiently explained in history. Women are not simply discriminated against by the productive systems, but subject to the discrimination that arises by virtue of being the reproductive force.

14. While women's childbearing function and their traditional nurturing roles are respected, in many countries there has been little recognition of women's actual or potential contribution to economic activity. The role of women within the family combined with a high level of unemployment and under-employment of the population in general often results in priority being given to the employment of men in economic activities outside the family household.

15. These cumulative processes of discrimination within and outside the family characterize the dual oppression that women suffer on the basis of their sex and social class. Poverty and underdevelopment have sharpened and continue to sharpen these inequities.

1/ Which in a group of countries is called sexism.

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16. The effects of these long-term cumulative processes of discrimination have been accentuated by under-development and are strikingly apparent in the present world profile of women: while they represent 50 per cent of the world adult population and one third of the official labour force, they perform for nearly two thirds of all working hours and receive only one tenth of the world income and own less than 1 per cent of world property.

B. Review of progress achieved in the first half of the Decade: lessons for the future

17. The review and appraisal of progress achieved during the past five years indicates that the integration of women into development has been formally accepted by most Governments as a desirable planning objective. Many countries have made significant efforts, undertaken a number of activities and measures and established institutional and administrative mechanisms to integrate women in development.

18. The accomplishments of the first half of the Decade include sensitizing planners and decision-makers to women's needs and problems, conducting research and building a data base on women, and promoting legislation safeguarding women's rights. However, with the general exception of the countries with advanced social services, serious problems, such as inadequate financial allocation, lack of skilled personnel, and so on, continue to exist in many countries. This constraint is to a considerable extent - especially in developing countries - due to the general economic problems such as scarcity of resources and/or under-utilization of existing resources. In many cases it reflects the priority Governments accord to issues concerning women. Another major constraint facing such mechanisms is their limited mandates. Thus, several existing mechanisms do not have strong executive and implementing authority. Similarly, the terms of reference given to such mechanisms tend to restrict them to welfare activities traditionally associated with women and thereby reinforcing stereotyping of women's roles and attitudinal prejudices. The sensitizing task of these special mechanisms has, as yet, insufficiently resulted in an actual integration into policy planning and implementation by Governments and international organizations, of the question of sharing between the sexes of all responsibilities.

19. The review of legislative enactments and provisions reveals that a significant number of Governments reported new constitutional and legislative provisions which guarantee or promote equal rights of women and men. However, legislative provisions are not always matched by adequate enforcement measures and machinery. In many countries specific measures have been taken to redress past discrimination and to promote equal opportunities for women, especially in the fields of education and employment.

20. In the developed market-economy countries significant progress has been made in establishing national machineries, while achievements in the subtheme areas of education, health and employment are impressive. In many countries, new legislation has ensured the legal rights of women in social, economic and political aspects of national life. The percentage of women in positions of policy formulation has increased significantly. Women have joined the labour

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force in increasing numbers; enrolments have achieved parity in secondary, university and graduate education in many nations, and expansion of primary health care has reached most rural areas of the various market-economy countries. Current studies on work of comparable value, occupational segregation and valuation of household work are positive signs of further progress in the second half of the Decade. Acknowledgement of the double burden has enabled women and men to move forward to challenge existing stereotypes and to develop social programmes aimed at effecting full equality of women and men.

21. In the developing countries, despite their resource constraints and the adverse effect of the world economic structure and the world economic situation, initiatives have been taken for integrating women into development, including the establishment of national machineries and legislative enactments and efforts to overcome prejudices against women. The economic contribution of rural women to agriculture and national development is increasingly being recognized in national and rural development plans and policies. Research and studies have been undertaken to identify the critical needs of women and to formulate and implement programmes and projects for them. In many developing countries efforts have been made in the public sector to increase the participation of women and representation at the decision-making levels. There has been an increase in the enrolment of girls in educational institutions at different levels, an increase in the availability of health care to women and efforts have been made to improve the work conditions and the employment needs of women.

22. In the countries with centrally planned economies a further advancement of women took place in various fields. Women in those countries actively participated in social and economic development and in all other fields of public life of their countries, including the active struggle for peace, disarmament, détente and international co-operation. A high level of employment, health, education and political participation of women was achieved in countries with centrally planned economies, in which national mechanisms are already in existence with adequate financial allocations and sufficient skilled personnel.

23. Women in all countries love peace and women all over the world have conducted active struggles for peace, disarmament, détente and international co-operation against foreign aggression and all forms of foreign domination and hegemony. Women have and can play an active role at the national and international level to strive for détente and to make it a continuing and universal process of an all-embracing scope so that the goals of the Decade might be achieved.

24. The review and appraisal of progress achieved during the past five years indicates that in many countries the situation of women from the so-called "backward" sectors has worsened. In particular, it has worsened with respect to the conditions of employment and education for women in the rural and the so-called marginal urban sectors. In many countries the actual number of female illiterates is increasing. In fact, illiteracy rates for the female population appear to have increased and are projected to increase for several countries. In terms of the percentage of enrolment that women constitute of the total enrolment, at the first, second and third levels of education, progress in the participation of women has been made in most countries; however, declines have been reported by several in

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female participation at the second level. It appears that, in many countries, only in the higher and middle socio-economic strata did women gain some significant increases in educational opportunities. However, this improvement has not been followed by a parallel increase in levels of employment, even in certain developed countries and in those developing countries with higher industrialization rates. In employment, there is evidence of increasing numbers of women being forced into unemployment or being transferred outside the formal sectors of the economy into the peripheral labour market in the developed countries and into the informal sectors of subsistence agriculture, handicrafts, and so on. This move from the formal to the informal market is evidenced by estimates of the International Labour Organisation (ILO) and projections for over-all activity rates in the economies of the developing countries.

25. In many instances transfer of inappropriate technology has worsened the employment and health conditions of women; displacement of labour occurs, and foreign models of consumption accompany such transfer. In certain large industries sometimes operated by transnational corporations, new discriminatory labour practices have appeared in both rural and urban areas, while in the urban areas increases in the employment of women have been largely the result of an increase in the exploitation of cheap, semi-skilled labour of young and unmarried women, related to increases in the migration of young women to the cities.

26. In many countries, women have not been integrated into national development plans. Where special programmes have existed, they have failed for the most part in achieving significant results, owing to their narrow focus on stereotyped sex roles which have further increased segregation based on sex.

27. Finally, the current world economic crisis has contributed to the worsening situation of women in general. Women's employment in industries which have high levels of female labour participants, has been negatively affected by protectionist measures. In developing countries the negative impact on women is even greater than in developed countries.

28. There have been some significant achievements in the implementation of a number of recommendations of the World Plan of Action both at the regional and global levels in the first half of the Decade. Of particular significance was the establishment of the Voluntary Fund for the Decade for Women and the preparatory work leading to the establishment of the International Research and Training Institute for the Advancement of Women. A joint interagency programme for the advancement of women was prepared and regional programmes were implemented in accordance with the regional plans of action adopted in Mexico. Several United Nations organizations were involved in these activities, including the United Nations, regional commissions, UNICEF, UNDP, UNCTAD, UNIDO, UNFPA, ILO, FAO, UNESCO and WHO. It is apparent that such programmes can be strengthened and that greater efforts could be made to introduce a more multidisciplinary approach in these programmes. In a number of conferences held under the auspices of the United Nations system, linkages were established between women's status and the priority areas of concern including population, food, water, primary health care, education, rural development and agrarian reform, employment, industrialization and over-all development.

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29. The review of implementation of the objectives of the second United Nations Development Decade as well as of the progress of negotiations on the establishment of the New International Economic Order shows that hopes and expectations in connexion with the International Development Strategy and establishment of the New International Economic Order have not been fulfilled. Instead of a gradual resolution of the world economic situation and encouragement of accelerated economic development of developing countries, the crisis in the world economy has become more acute. This has affected developing countries in particular and bearing in mind the real economic and social situation in these countries, it is women who are most adversely affected. The international development conditions have deteriorated and become an even more limiting factor for the development of developing countries specially restricting the implementation of the objectives of the Plan of Action.

30. The lessons for the future to be drawn from this review are many. First, it proves that any measures for women isolated from the major priorities, strategies and sectors of development cannot result in any substantial improvement in attaining the goals of the Decade. Second, legislative and developmental action, unless they are accompanied by positive and concerted action to change attitudes and prejudices cannot be fully effective. Third, mere provision of equal rights, development services and opportunities will not, by themselves, help women to avail of them, without simultaneous special supportive measures, e.g. legal aid, earmarking of benefits, information and knowledge, institutional innovation etc.

31. The three main objectives of the United Nations Decade for Women - equality, development and peace - are closely interlinked with one another. Progress in any one of these has a beneficial effect on the others. In turn, failure in one sphere has negative impact on the others. Since the primary objective of development is to bring about a sustained improvement in the well-being of the individual and of society and to bestow benefits on all, development should be seen not only as a desirable goal in itself but also as a most important means of maintaining peace and of furthering equality of the sexes. However, the present world is by no means tranquil and there exist factors detrimental to peace. Women in some countries are still suffering from wars of aggression.

32. Thus, the universal strengthening of world peace and international security, struggle against foreign interference, aggression and military occupation, respect for national independence and sovereignty, the curbing of the arms race, the achievement of the goals of a general and complete disarmament and reduction of military budgets, the achievement of détente, the establishment of the New International Economic Order and the increased co-operation among States, on the basis of equality, will advance the economic, social and cultural development of countries and the situation of women, while still recognizing their special vulnerability. Consequently, it is only under conditions of peace that it is possible to move forward in the full implementation of the other two objectives of the Decade.

33. In accordance with their obligations under the Charter to maintain peace and security and to achieve international co-operation in promoting and encouraging respect for human rights and fundamental freedoms, bearing in mind, in this

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respect, the right to live in peace, States shall help women to participate in promoting international co-operation for the sake of the preparation of societies for a life in peace.

34. Similarly, a close relation exists between the world economic situation, development and the strengthening of international peace and security, disarmament and a relaxation of international tension. It is imperative that resources released as a result of disarmament be used for promoting the well-being of all nations and contribute to bridge the gap between developed and developing countries, thus increasing favourable conditions for improving the situation of all members of society. In this context particular attention shall be given to the advancement of women and the protection of mother and child.

35. The lack of progress in the establishment of the New International Economic Order has had a direct effect on the socio-economic situation of the women of the world. Recent studies on the impact of international economic problems on the employment and working conditions of women show that in fact their adverse effects on the wage levels and job stability of women are more extensive than on those of men. For example, women are the first to lose their jobs on plantations that produce crops for export and in the textile, clothing and electronics industries, which are more sensitive to price fluctuations and to protectionist measures, recently introduced by some developing countries.

36. Realization of all above-mentioned aims would provide new possibilities for a more intensive promotion of status of women. Improvement in the status of women is of over-all national importance and responsibility for this rests upon the State and all sectors of society. Such an improvement can be realized only if it is carried out in accordance with national needs and conditions, as a sovereign right of each country, without any country imposing its own model.

37. In the traditional and agricultural sectors, the effects of such factors, when associated with rapid displacement and changes in women's basic tertiary activities and a lack of appropriate compensatory measures and especially with the lack of corresponding efforts for the integrated development of rural areas and more intensive integration of women in such development are even more detrimental. In other words, the lack of access to land, credit and financial and technological resources worsens the impact of rapid displacements in the work activities of women.

38. On the one hand, the recent expansion of capital- and technology-intensive and large-scale agricultural estates, often operated by transnational corporations, adversely affect women's work in basic tertiary activities, such as those related to small-scale urban, semi-rural and agricultural trade, which are crucial income-generating activities and are essential for community self-reliance. Indeed, in many cases this process has actually jeopardized food production and the distribution of food and basic subsistence goods. On the other hand, in the modern sectors of developing economies, although the expansion of industries operated by transnational corporations has in certain cases increased employment opportunities for women, it has nevertheless also brought new problems both for women and for over-all development. Care must be taken so that the redeployment of industry in the developing countries is not used as a means of providing cheap labour force,

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especially the women, or that the redeployment of obsolete and "dirty" industries is not carried out in the developing countries. Industrialization should be carried out in accordance with the over-all national aims, priorities and aspirations of the developing countries, as a part of a process which will contribute to the transfer of technology in the developing countries. Women's right to participate in and benefit from the industrialization process on equal terms with men must be secured.

39. In fact, there has been some concern about future trends in export oriented industries and their impact on employment in developing countries. Such industries are said to be more sensitive to the needs of the international market than to those of the host countries. Although important for creating employment and providing foreign exchange earnings, in other respects their impact on the domestic economy is minimal, since virtually all their input is imported and all their output exported. The Governments of host countries seem to view such enterprises, for the most part, as short-run solutions to the problem of generating employment but for development over the long run, Governments prefer industries that will engage highly skilled workers. If such long-term plans are actually realized, the employment of women in labour-intensive manufacturing might only be a temporary phase in the industrialization of developing countries.

40. As part of the industrialization and development process, activities of indigenous companies and corporations also have an impact on women and their employment options. Although, in some cases, cottage industries and other forms of small industry are replaced or absorbed by larger entities, these corporations often have a multiplier effect on female employment. Under some circumstances the employment options on women are narrowed by corporate development, while in other instances women thus displaced are eventually absorbed into the newly established larger industries.

41. The processes described above demonstrate that, while traditions, customs and practices greatly hinder the advancement of women, some serious constraints to the economic participation of women in national development are international in nature and derive from the pattern of relationships between developing and developed countries.

42. In many countries at the national level, a comparison of the performances of men and women in every sector of economic and social development shows that the wide gap between the economic opportunities available to men and those open to women has not been reduced in proportion to the increases achieved in over-all economic growth, regardless of the levels of development which vary from country to country, the intensity of the world economic crisis increasingly affecting working people in general. Even in countries where significant increases in general wage employment were obtained, women have failed to share equally in this increase, while men, due to greater job security, have developed opportunities for sustained employment in the labour force, learned skills and increased their relative wages. Women constitute a substantial and growing proportion of the underemployed sector of the population, especially in the area of intermediary services and activities of the so-called tertiary and informal sectors. In those sectors women workers, like men workers, are often underpaid and receive for the most part extremely low wages; they are also subjected to a high degree of job instability and have, in most

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countries, no legislative protection and existing labour organizations do not always pay sufficient attention to their needs and demands. Moreover, in most countries, new incentives designed to improve their commitment to the labour force, such as occupational mobility, education or training and infrastructure assistance in the areas of credit and finance, have been inadequate.

II. CONCEPTUAL FRAMEWORK

A. The need to include new data and strategies concerning the participation of women in development in the Third United Nations Development Decade

43. The sharpening of the world economic crisis in many countries during the latter half of the Second United Nations Development Decade requires an in-depth reassessment of established strategies and imposes the need for undertaking additional and comprehensive measures, at national and international levels, with a view to the strategy for the Third United Nations Development Decade. The shortfalls of the Second United Nations Development Decade have been linked to major problems related to external debts, insufficient increases in food production (a factor that has also affected industrialization) and inadequate levels and patterns of industrialization. Those failures were said to be further intensified by the low capacity of many countries, particularly developing countries for absorbing their constantly increasing unemployment. Moreover, the major failures in productivity have been linked not only to key international factors but also to inadequate and/or non-existent national policies aimed at maximizing the capacitation and utilization of human resources. In this respect, the need for an in-depth reassessment of strategies concerning the mobilization of women (approximately 50 per cent of the adult world population) has been consistently emphasized in recent studies and policy-oriented analyses, particularly at the regional and local levels. The discussion of women's issues at a recent United Nations conference on an area of priority in the new international economic order - namely, the World Conference on Agrarian Reform and Rural Development - has forged a new consensus and action proposals in this area.

44. These new developments are of particular relevance in overcoming the alarming shortfalls in the agricultural sector, where women constitute a large proportion of the labour force. In order to promote integrated rural development, to increase productivity in food and other agricultural commodities, the wages, conditions of employment and training of women, as well as their access to credit, land and infrastructural technology in rural areas, should be significantly improved; technologies adapted to the needs of rural areas should be developed and made accessible to women. Conditions where undermigration is the only possibility for employment could be eliminated by generating productive employment and development through more uniform geographical distribution of economic projects and social services. To this end, such adverse effects of technology transfer to rural women as may exist and such effects of migration as are adverse to women should be diminished.

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45. The International Development Strategy for the Third United Nations Development Decade should formulate goals, objectives and policy measures which would contribute to the solution of international economic problems and sustained global economic development including the accelerated development of developing countries and reduction of the existing gap between developing and developed countries. It is therefore necessary to expedite the establishment of the New International Economic Order. This goal cannot be achieved unless the inequality between men and women is eliminated. In the formulation and review of strategy for the Third United Nations Development Decade, full consideration should be given to the conceptualization and review presented in the present Programme of Action as well as in the background documents before the World Conference. Furthermore, this new strategy should also include ways and means of developing new data that can more adequately measure the participation of women in the development process in every sector and at every level in order to provide a systematic and effective basis for the establishment of new national, regional and international policies to maximize and evaluate the utilization of the resources of women and the involvement of women as equal participants in social life and economic development - this being a pre-condition for the successful development of each and every country.

B. The interrelationship of the objectives of the United Nations Decade for Women and the subtheme of the World Conference: "Employment, Health and Education"

46. The experience of the Decade has clearly revealed that the objectives of equality and peace cannot be realized without an unequivocal commitment at national, regional and global levels to women's integration in all aspects of development. The objective of development, which incorporates the principle of socio-economic and political equality is closely related to stability and peace, which is more than an absence of violence within or between countries. In selecting the subtheme of the World Conference: employment, health and education, it was recognized that these interrelated aspects of development are of crucial concern to the advancement of women. The principles of the right of women to work, to receive equal pay for work of equal value, to be provided with equal opportunities for training and education were clearly stated in the World Plan of Action. It was also stressed that the full participation of women in development required that they should be given adequate and equitable access to health, nutrition and other social services including family planning and child care facilities. In all countries there is need for continuing attention to the implementation of these principles. For the remainder of the Decade, they should be given a high priority in Governments' planning and programmes. The level of development depends upon international conditions and national efforts towards integrated development particularly in the fields of employment, health and education, being fields of exceptional significance for the under-developed sectors, of which women constitute the major segment. In fact, the sectors of employment, health and education, especially for women workers in the agricultural and industrial sectors of the economy, offer a stark index of the levels and quality of development in any given country. As reproducers of the labour force, women's socio-economic and health conditions are crucial determinants of the prospects for development. Their employment and educational opportunities

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not only reflect the extent to which a given society offers women the possibility to develop their full potential and eliminates inequalities but also the extent to which countries are maximizing their endogenous technical and economic resources, especially in times of acute economic crisis which threaten world stability. The strengthening of regional commissions by adequate institutional arrangements which would also ensure intersectoral programming and co-ordination of activities for women is essential. The improvement of linkages among the organizations of the United Nations system with a view to co-ordinating implementation where there are separate programmes is also essential.

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Part Two: The Programme of Action at the national level

III. NATIONAL TARGETS AND STRATEGIES FOR THE FULL PARTICIPATION OF WOMEN IN ECONOMIC AND SOCIAL DEVELOPMENT

A. National strategies for accelerating the full participation of women in economic and social development

47. The improvement of the status of women requires action at the national, local and family levels. It also requires a change of men's and women's attitudes towards their roles and responsibilities in society. The joint responsibility of men and women for the welfare of the family in general and the care of their children in particular must be reaffirmed.

48. Governments should explicitly state their firm commitment to accord high priority to legislative and other measures for accelerating the equal and full participation of women in economic and social development with a view to eliminating the existing inequalities between men and women in all sectors.

49. National strategies should as a matter of urgency integrate women into their efforts towards the New International Economic Order and a new international development strategy for the Third United Nations Development Decade by:

(a) Studying and identifying new areas for national projects that would accelerate socio-economic growth and at the same time enhance the socio-economic participation of women by fostering economic and technical co-operation among countries;

(b) Providing advisory services for accelerating national self-reliance in co-operation with United Nations organizations; also ensuring that women assist in determining that technology transfer has a positive impact on the socio-economic situation and health of women, as well as on their working conditions;

(c) Providing women from the most disadvantaged sectors of the population with the ways and means of increasing their access to infrastructure, basic services and appropriate technology in order to alleviate the heavy workload imposed by the basic requirements and demands of their families and communities, women should also be provided with opportunities to gain new skills and with job opportunities in the construction and maintenance of the above-mentioned services, as well as in other sectors;

(d) Adopting measures to make equal opportunities for development and services available to women in rural areas and to women in urban areas by reversing processes of unequal economic growth, implementing special investment and incentive programmes in disadvantaged sectors, controlling mechanisms for the transfer of resources from one sector to another and, where possible, preventing the rural sector from being impoverished to the advantage of the urban sector.

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50. Governments should, where appropriate, design certain special transitional strategies and establish, compensatory mechanisms aimed at achieving equality of opportunity in education, employment and health as a means of overcoming existing inequalities in national administration, the educational system, employment, health services and the like, it being clearly understood that the special strategies are designed to correct imbalances and discrimination and will be phased out when such imbalances and discrimination no longer exist.

1. National development plans and policies

51. Governments should undertake the following:

(a) The establishment of qualitative and quantitative targets for the second half of the United Nations Decade for Women: Equality, Development and Peace; projections for the planning cycles of 1985-1995 should be made where appropriate, and reviews conducted in 1985 and 1990. These should especially seek to remove the gap between the attainments of men and women, between rural and urban women and between all women in underprivileged population groups, and other women in all sectors and particularly in the sections of employment, health and education;

(b) Systematic and sustained linking of efforts to integrate women into national development planning and policies, particularly in the sectors of employment, education and health, and in the allocation of adequate material, technical and personnel resources within each sector of national development;

(c) The establishment of appropriate provisions for monitoring and evaluating the extent to which women participate in and benefit from both general and sectoral development programmes. Reliable data should be collected and technical services provided for periodic reviews of the progress made at all levels of society in every major sector of the national development programmes; targets should be established along with the allocation of physical and financial resources in every development programme, in order to ensure a more just distribution of benefits to women;

(d) The development and improvement of infrastructural technology, basic services and incentives, particularly for the rural sectors of the population and the urban poor; women should be given equal rights of land-ownership, equal access to credit and financing, basic sanitation, safe water and energy resources, and the skills to maintain and build community self-reliance. Special attention and additional services should be given to women in the area of health;

(e) Initiate where necessary, as a result of socio-economic conditions, processes of integral agrarian reform, which will subsequently make it possible to implement measures to promote the development of women in rural areas:

(i) To mobilize women, particularly poor women, in rural and urban areas;

(ii) To organize learning and productive activity and access to needed developmental services and inputs (e.g., education, primary health and child care, skill development, credit and marketing facilities);

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(iii) To organize working women, including in the unorganized sectors, for protection against exploitation, for socio-occupational mobility through education and training and necessary supportive services for children:

(f) Systematic efforts to promote and assist grass-roots level organizations as one of the instruments of development;

(g) The establishment of incentives and concrete programmes for increasing the participation of women in decision-making processes at all levels and in all spheres of national development;

(h) Wherever possible time-tables should be established for the achievement of particular objectives;

(i) Where appropriate initiate consultations between government and employer and employee organizations as well as community groups to examine and improve conditions for women workers.

2. National machinery

52. Where it does not exist, national machinery preferably at the highest level of government, where appropriate, should be established. By national machinery should be understood not only the establishment of central institutions at the national level but furthermore, where appropriate, the establishment of a comprehensive network of extensions in the form of commissions, offices or posts at different levels, including the local administrative level because of its better capacity for dealing with specific local situations as well as working units in the relevant branches of administration, in order to ensure the effective implementation of action programmes ensuring the equality of men and women with a view to:

(a) Upgrading its capacity and role in national development plans;

(b) Achieving a more central location within the existing institutional arrangements for the formulation and planning of and strict compliance with, policies and programmes and for monitoring their implementation and evaluation;

(c) Conceptualizing women's problems in an integrated manner within each sector of development and at the same time developing effective methodologies, policies and mechanisms for affirmative action, where appropriate, to ensure an integrated approach;

(d) Ensuring the full participation of women in measures taken by government or other agencies.

53. Effective institutional links between national machinery and national planning units as well as national women's organizations, should be established with a view to:

(a) Increasing their decision-making powers;

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(b) Increasing their technical, financial and personnel resources;

(c) Advising on new approaches to accelerate the full participation of women in every sector of the development process, according to national priorities;

(d) Drawing up national programmes for women in the priority areas of employment, health and education so as to make possible their full participation at the national level. These should also aim at intensifying over-all efforts towards the implementation of technical co-operation among countries and development in the areas of science and technology, water and energy resources among others, in line with the strategy for the Third United Nations Development Decade and the programme of action for the New International Economic Order.

54. Women should be represented on the basis of equality in all bodies and institutions dealing with development so as to be able to influence national policies at their inception - all this with a view to advancing the status of women and their participation in development.

55. The national machinery should increase the participation of grass-roots organizations, such as women's and youth associations, rural workers' organizations, community organizations, religious groups, neighbourhood associations, as well as trade unions, both in decision-making and in the implementation of projects and in this regard should serve as a liaison unit between appropriate government agencies and grass-roots organizations.

56. The national machinery should implement effective programmes aimed at ensuring that women participate in and benefit from the implementation, at the national, regional and international levels, of the relevant recommendations of such major conferences as the World Employment Conference, the World Conference on Agrarian Reform and Rural Development, 1/ the United Nations Conference on Science and Technology for Development, 2/ and the International Conference on Primary Health Care. 3/

57. The national machinery should also provide appropriate channels of communication between women's organizations and other organizations, in order to:

(a) Help women's groups to obtain financial and technical assistance from international and bilateral funding sources;

1/ See Report of the World Conference on Agrarian Reform and Rural Development (WCAARD/REP), transmitted to the General Assembly by a note by the Secretary-General (A/34/485).

2/ Report of the United Nations Conference on Science and Technology for Development, Vienna, 20-31 August 1979 (United Nations publication, Sales No. E.79.I.21).

3/ Report of the International Conference on Primary Health Care, Alma-Ata, 6-12 September 1978 (UNIDO/IOD.255).

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(b) Provide reliable data on the socio-economic and political participation of women to both governmental and non-governmental organizations, including those that act as formal and non-formal educational agencies, with a view to sensitizing society to the importance of the contribution to be made by women to development and informing the public of the obstacles to equality of opportunity.

58. To ensure that the national machinery serves its purpose, it is advisable to carry out studies and interdisciplinary research on the actual status of women, drawing on the experience already acquired in some countries with women's studies programmes.

3. Legislative measures

59. All remaining discriminatory legislative provisions in the social, economic and political spheres and in penal and civil codes should be examined with a view to repealing all laws and regulations discriminating against women with regard to rights concerning nationality, inheritance, the ownership and control of property, the freedom of movement of married women, the custody of children and the like, or which inhibit their effective participation in or planning, implementation and evaluation of economic transactions.

60. Governments should develop programmes to inform women of their legal rights and should point out ways in which women can use these rights. Where appropriate, Governments should establish commissions to assess women's legal rights and the establishment of priorities for legislative measures and to identify, specify and classify the necessary legislative measures that have not yet been enacted.

61. In countries where large sections of the population are governed by customary law, Governments should carry out investigations into the degree of protection or oppression and amount of discrimination experienced by women under customary law, in order to deal with or reject such practices by statutory legislation at an appropriate time.

62. Governments should implement the provisions of the Convention on the Elimination of All Forms of Discrimination against Women.

63. Procedures should be provided - or, where they already exist, strengthened - for effectively implementing social legislation, especially that affecting parents.

64. The protection of the social function of parenthood and of maternity must be guaranteed in legislation. Both in the public and in the private sector, the definition of maternity leave should be understood to be the period which is required by expectant mothers for the protection of their health before childbirth and by mothers for the recovery of their health after childbirth. Recognizing that the raising of children is a joint responsibility of parents and the community at large, efforts shall be made to provide for parental leave, available to either parent.

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65. Legislation should also be enacted and implemented in order to prevent domestic and sexual violence against women. All appropriate measures including legislative ones should be taken to allow victims to be fairly treated in all criminal procedures.

66. Educational and informational programmes on the socio-economic implications of laws should be launched among various professional groups, especially the legal and judicial professions, in order to prevent, where possible, the law from being applied inequitably.

67. Programmes of counselling and legal aid should be developed and implemented to enable women, especially those from the disadvantaged sectors, to have effective protection through legislation. Broad programmes to publicize legislation should also be implemented to make women and, in particular, those from the poorest sectors aware of their rights and obligations and of the institutional guarantees therefor.

68. The necessary steps should be taken to ratify or accede to all international instruments of the United Nations and its specialized agencies that deal with women's rights, in particular the Convention on the Elimination of All Forms of Discrimination Against Women. Those affecting the poor, such as those concerning the rights of rural and agricultural women workers, are particularly important.

4. Participation in the political and other decision-making processes, and participation in efforts to promote international co-operation and strengthen peace

Participation in the political and other decision-making processes

69. Every effort should be made to enact, before the end of the Decade, legislation guaranteeing women the right to vote, to be eligible for election or appointment to public office and to exercise public functions on equal terms with men, wherever such legislation does not already exist. In particular, political parties should be encouraged to nominate women candidates in positions that give them the possibility equally with men to be elected.

70. Governments and the organizations concerned should foster knowledge of civil and political rights, promote and encourage political organizations which carry out programmes involving the participation of women and implement broad programmes for the training of political officials.

71. Governments and political parties should, where appropriate, establish goals, strategies and time-tables and undertake special activities for increasing, by certain percentages, the number of women in elective and appointive public offices and public functions at all levels, in order that they be equitably represented.

72. Special governmental instructions should be issued for achieving equitable representation of women in the different branches of Government and in departments at the national, state and local levels. Special activities should be undertaken

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to increase the recruitment, nomination and promotion of women, especially to decision-making and policy-making positions, by publicizing posts more widely, increasing upward mobility and so on, until equitable representation of women is achieved. Reports should be compiled periodically on the numbers of women in public service and the levels of responsibility in their areas of work.

73. Women should be equitably represented at all levels, especially the senior levels, in delegations to international bodies, conferences and committees dealing with political, economic and legal questions, disarmament and other similar issues. Governments should encourage and support increased employment of women at all levels, technical and professional, in the Secretariat of the United Nations and its subordinate organs and specialized agencies.

74. Where special qualifications for holding public office are required, they should apply to both sexes equally and should relate only to the expertise necessary for performing the specific functions of the office.

75. Special attention should be given to ensuring that formal or informal practices which result in *de facto* discrimination against women in the selection of candidates for political office or in their exclusion from formal decision-making, particularly in bodies such as public councils, boards or informal committees, should be eliminated.

Participation of women in efforts to promote international co-operation and strengthen peace

76. Women of the entire world should participate in the broadest way in the struggle to strengthen international peace and security to broaden international co-operation and develop friendly relations among nations, to achieve détente in international relations and disarmament, to establish a new economic order in international relations, to promote guarantees of fundamental freedoms and human rights, and in the struggle against colonialism, neo-colonialism, racism, *apartheid*, foreign domination, foreign oppression, foreign occupation. High priority should be given to providing training and educational opportunities at all levels. These might include university or college courses, lectures on international affairs, panel discussions, conferences, seminars and other educational activities.

77. Solidarity campaigns with women struggling against colonialism, neo-colonialism, racism, racial discrimination and *apartheid* and for national independence and liberation must be intensified; such women should receive all possible assistance including support from agencies of the United Nations system as well as other organizations.

78. The efforts of intergovernmental and non-governmental organizations to strengthen international peace and security must be intensified in every way. The active participation of women in the activities of such organizations must be supported. Exchange between the national organizations of different countries in favour of international co-operation and the strengthening of peace should be promoted.

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79. Intergovernmental and non-governmental organizations must examine more comprehensively the consequences of disarmament for social and economic development in general and for improving the status of women in particular. The results of such studies must be made available to as many women and men as possible and must be given practical effect.

80. In view of the importance of eliminating international inequities, intergovernmental and non-governmental organizations should continue to study the impact of the activities of transnational corporations on the status of women and to make use of the results of such studies in practical programmes.

81. Governments should also be made aware of the results of such studies so that they realize and prevent the negative effects on the status of women which are caused by the activities of transnational corporations, as is the case in South Africa where transnational corporations sustain the system of _apartheid_ by their investments.

82. Support should be provided by all women of the world in proclaiming solidarity with and support for the Palestinian women and people in their struggle for their fundamental rights. Moral and material assistance should be extended by the United Nations system to help Palestinian women. Specific programmes and projects should be carried out to fulfil that aim.

5. Measures relating to education and the dissemination of information

83. Independent organizations, including women's organizations at the national, regional and international levels, should study the ways in which the mass communications media, including the news media and advertising, treat the status of women and women's issues. Evidence that women are being treated in a sexist or demeaning way should be brought to the attention of the relevant media for correction.

84. Every effort should be made to encourage the fullest and most active participation of women at all levels of policy-making and decision-making within media organizations. Governments should use the opportunities they have by way of appointments, to regulatory bodies and broadcasting networks, to ensure that women are equally represented in senior decision-making.

85. Special efforts, for example, training programmes to sensitize media personnel at all levels, should be made to ensure that women are portrayed as persons in their own right and that the portrayal of women and women's issues reflects women's rights, needs and interests.

86. Educational programmes and campaigns using the media should be instituted in order to eliminate prejudices and traditional attitudes that limit the full participation of women in society. Such campaigns should also inform women and men of their rights and ways of exercising them. Women's organizations and other non-governmental organizations, political parties and trade unions should play an active role in the process of educating women politically in order to increase

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their capacities for participation in decision-making bodies. Special attention should be given to the role the media can play to reach the migrant women. Women should also have access to training in the use of various forms of the media, in order to be able to present to as wide a public as possible their own perceptions of their needs, ideas and aspirations.

87. Governments should encourage the mass media to support the increased involvement of women in efforts to strengthen international co-operation and peace and to broadcast programmes to make women more aware of the activities and positions of their Governments in vital questions of international affairs, thus enabling them to fulfil their roles towards strengthening international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination.

88. Special campaigns should be undertaken to encourage the increased participation of women and girls in rural community and youth development programmes and in political activities.

89. The mass media should promote the Programme of Action for the second half of the United Nations Decade for Women: Equality, Development and Peace, as well as other international, regional and national programmes for women, so that the public are made aware of such programmes and thus participate to a greater extent in their implementation.

90. Bearing in mind the fact that one of the impediments to promoting the status of women lies in social attitudes and re-evaluation of women in society, the mass media offer great possibilities as one means of promoting social change. They can help remove prejudices and stereotypes, accelerate the acceptance of the new role of women in society and promote their role as equal partners in the process of development.

91. In all fields of activity, the mass media should become one of the basic means in society of overcoming the contradiction in, on the one hand, the presentation of women as passive, inferior beings having no social significance and, on the other hand, an accurate picture of their increasing role and contribution to society at large. The mass media should also recognize that both parents have equal duties and responsibilities for the training and education of children and for household duties. Governments, as communicators, in preparing communications to or about their countries should ensure that output will reflect government commitment to status of women issues and concerns.

6. Improvement of the data base

92. All data-collecting agencies should give a sex and age breakdown of any information they gather, wherever relevant.

93. Some of the concepts and analytical tools of research, particularly those relating to economic processes - evaluation, labour, work, employment, social productivity, household, family and the like - should be re-examined so as to improve tools for the analysis and conceptualization of the economic and social roles of women within the home and outside.

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94. Priority should be given to research concerning those groups of women that have been neglected in social research - namely, rural workers in agriculture and allied activities and working women from the underprivileged sectors of society. These are women who, far from being the dependants they have generally been assumed to be, have always had to perform multiple roles in order to ensure the survival of their families. For better evaluation of development programmes, access to and utilization of data need to be ensured.

95. National and regional indicators should be developed and improved for determining the degree to which women have actually been participating in development, as a means of measuring their actual contribution to the development process. A set of statistical indicators should be established by which progress towards equality between the sexes can be monitored. In establishing such a set of indicators, Governments will need to take into account the current state of their country's statistical development as well as their individual policy priorities. A system should be devised to place a monetary value on unpaid work to facilitate its reflection in the gross national product.

96. The level of economic growth in general and the sectoral structure of that growth, should be established so as to determine employment openings. Data on the composition of populations (e.g., age structure and the relation between rural and other sectors of a population) must be collected so that the need for employment openings, health services and education can be identified.

97. Current statistical operations and practices should be reviewed to ensure that they are free from sex-based stereotypes.

98. Where appropriate, permanent advisory committees to national statistical authorities should be established to improve the quantity and relevance of data pertaining to the situation of women, their participation in development and equality between the sexes. The work of such advisory committees may be supplemented from time to time by the organization of larger meetings of users and producers of statistics to address specific issues of mutual concern.

99. Research and testing of new or revised concepts and classifications should be designed or expanded to improve the usefulness and relevance of the statistics needed to describe the role and status of women, their participation in the development process and equality between the sexes. Such research and testing, whether carried out by the national statistical services or by university or other research groups, would need to involve both the users and producers of such statistics and would need to encompass both methods and procedures for data collection and those for the analysis and presentation of data.

7. Role of non-governmental organizations

100. There should be mutual co-operation between Governments and non-governmental organizations, women's and youth groups, employers and workers unions, voluntary agencies, community organizations, including religious groups, the mass communication media, political parties and the like, in implementing the programme of action for the second half of the Decade.

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101. Governments should take account of the activities of non-governmental organizations and should support where appropriate the efforts of all relevant organizations, institutions and other associations concerned with the welfare and status of women.

102. Governments should recognize the importance of the role of women's organizations, encourage and assist them and provide them with financial and other assistance, particularly at the grass-roots level, to enable them to perform their functions which include activities such as:

(a) The mass mobilization of women and, in particular, poor women in rural and urban areas;

(b) The provision of all development services and facilities (education, health and child care, expansion of credit and marketing capabilities and facilities, information on social, political and economic rights, etc.);

(c) The establishment of organizations for women workers in non-trade union occupations both in rural and urban areas as a means of protecting them against exploitation and providing the necessary auxiliary child care services.

103. With regard to the follow-up of the World Conference of the United Nations Decade for Women, Governments should:

(a) Make possible the publication and dissemination of the results of the World Conference and of the NGO Forum;

(b) Enable non-governmental groups to become involved in the realization of the programme of action for the second half of the Decade;

(c) Consider the role and resource of non-governmental groups in the implementation of international, regional and national plans for improvement of women's conditions;

(d) Consider as a plan for the future, and establish strategies for implementation, the input and particular recommendations of non-governmental groups;

(e) Give financial resources to non-governmental groups so that these groups can render a contribution towards the implementation of the programme of action.

104. Non-governmental organizations should support governmental efforts by:

(a) Investigating the problems of different groups of women;

(b) Assisting and promoting organizations of women at the grass-roots level, especially those established among poor and uneducated women, to promote learning and productive and other developmental activities;

(c) Providing liaison services for such groups with educational and other development agencies;

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(d) Promoting attitudinal change among men and women;

(e) Promoting solidarity among women's groups;

(f) Influencing and informing the mass media and political groups;

(g) Developing new analytical methodology;

(h) Launching programmes and activities to serve, in particular rural women;

(i) Promoting public acceptance of family planning, including sex education;

(j) Informing their members of government policies and development plans as well as the international standards and programmes for improving the situation of women.

Grass-roots organizations

105. In accordance with the Regional Plans of Action and with a view to implementing the World Plan of Action, Governments and agencies on other levels should, where appropriate, promote the establishment of grass-roots organizations of women as an integral part of their over-all development efforts and should provide adequate financial and personnel resources for such efforts to succeed. Such grass-roots organizations of women will serve as forums for women to develop self-reliance and will eventually enable women to obtain real access to resources and power and to shoulder greater socio-economic and political responsibilities within their communities and their societies.

B. Objectives and priority areas for action taken in connexion with the subtheme of the World Conference, "Employment, health and education"

Introduction

106. The objectives and priority areas of action for improving the employment, health and education status of women in every country have to be promoted within the over-all context of national planning and development for the whole population. Improvement in the condition of women in these areas is also instrumental in the development of the country. Furthermore, the improvements in any one of these sectors also affect the situation in other sectors. Recognition of this interrelated nature of the programmes is essential if their effectiveness is to be maximized. Socio-cultural values should not suffer as a result of physical economic development. Therefore, integrated and innovative programmes and new methodologies should be explored.

107. The programmes should also invariably include measures for building the capacities of women themselves by their training and information programmes and by their organizing themselves, with the assistance of Government and other socio-political forces, to make full use of new opportunities, policies and programmes.

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108. To ensure that labour policies and action taken in favour of women workers form part of over-all employment policies and measures for the entire working population, men and women alike, with a view to overcoming the problems that affect women only and preventing measures of protection which discriminate against them. To include in employment policies for underprivileged population groups, such as urban fringe groups, the low-income sector and indigenous population groups, references to the specific situation of women workers.

1. Employment

Objectives

109. To promote full and equal opportunities and treatment for women in employment, bearing in mind that this requires that both women and men have the possibility to combine paid work with household responsibilities and the caring for children. To ensure that women and men receive equal remuneration for work of equal value and equal educational and training opportunities in both rural and urban areas, so that women might secure more highly skilled employment and become integrated into the development of their countries with a view to more rapid and balanced growth in agriculture, industry and other non-traditional sectors, with the aim of ensuring better over-all working conditions for women, in order to achieve more rapid and balanced growth in both agriculture and industry in order to integrate women in development.

110. To increase and promote employment opportunities for women as part of national efforts to bring about a more just international economic order, with a view to achieving national self-reliance, increasing economic and technical co-operation among developing countries and the full utilization of the labour force for their own benefit and to promote the socio-economic development of their own countries.

111. To improve the working conditions and occupational mobility of women workers in the lower and middle levels of the sectors in which the majority of women work.

112. To ensure equal rights and opportunities for the gainful employment of rural women both in agricultural and non-agricultural jobs under proper working conditions, improve the capabilities and productivity of rural women workers, increase food production, diminish migration in countries where this is necessary and whose population policies contain explicit provisions to this effect, promote rural development and strengthening of self-reliance programmes; to extend labour and social security legislation to women working in agriculture.

113. To promote effective policies to increase employment opportunities, to improve existing ones and enable women to obtain jobs involving more skills and responsibility, particularly at the managerial level, in all sectors of the economy to promote occupational mobility for women, in both rural and urban areas, by encouraging the provision of maternity protection, child-care facilities, technical training and health protection, with a view to achieving the industrialization targets for the third United Nations Development Decade.

114. To facilitate paid employment of women by encouraging increased involvement of males in sharing domestic and child care responsibilities.

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115. To take measures for the implementation of legislation relating to working conditions for women.

116. To formulate and implement national and local training and employment programmes and projects, which take particular account of the need to give women access to gainful economic activity and to improve their employment situation in priority areas for the economic and social development of their countries.

117. To adopt measures to ensure that women's entry into certain sectors of the labour market does not result in lowering the working conditions, remuneration and status of those sectors.

118. To promote technology to improve the labour productivity of women while decreasing their work time and to guarantee that women workers are the ones who benefit from such an improvement.

119. To review implicit and explicit job evaluation criteria with a view to overcoming difficulties and obstacles to the job advancement and careers of women.

120. To ensure that, in all sectors, the economic returns from women's work accrue directly to them.

Priority areas for action

121. Special action should be taken to institute programmes which would inform women workers of their rights under legislation and other remedial measures. The importance of freedom of association and the protection of the right to organize should be emphasized, this being particularly relevant to the position of women in employment. Special measures should be taken to ratify and implement in national legislation the relevant conventions and recommendations of the International Labour Organisation concerning the rights of women as regards access to equal employment opportunities, equal pay for work of equal value, working conditions, job security and maternity protection.

122. Information programming should be instituted aimed at making women, especially in the rural areas and from socio-economically disadvantaged groups, aware of employment opportunities and of the opportunities for education, training and skill acquisition.

123. Measures should be taken to ensure that development agencies in different sectors of national planning include larger numbers of women in their staff as a matter of policy and, as part of that policy, allocate resources to programmes for women's employment and training, the provision of supporting services and other essential inputs.

124. Legislative and/or other measures should be adopted and implemented which guarantee women protection against any sexually-oriented practice that endangers a woman's access to or maintenance of employment, that undermines her job performance and thus threatens her economic livelihood.

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125. Legislative and/or other measures should be adopted and implemented to secure for men and women the same right to work, to unemployment benefits as well as to prohibit, through inter alia the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status. Legislative and other measures should be adopted and implemented to facilitate the return to the labour market of women who have left it for family reasons and to guarantee the right of women to return to work after maternity leave.

126. Measures should be taken to ensure on a basis of equality of men and women the right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction. Special protection should be provided to women during pregnancy in types of work proved to be harmful to them.

127. Measures should be taken to ensure that migrant workers enjoy equal treatment and access to vocational training as nationals of the host country, and to improve the status of women who, in the process of migration, accompany the migrant workers as members of their family.

128. Ways should be investigated in which the unpaid work in the household and in agricultural tasks which women and men do in all fields can be recognized and reflected in official statistical data collections.

129. Urgently needed infrastructure services should be developed and provided such as adequate housing, safe water, energy and child care centres, for families and poor communities in rural areas and urban slums, in order to alleviate the workload traditionally imposed on women in their performance of tasks essential for the survival of their communities, and to increase their levels of gainful employment and productivity, it being understood that the benefits of higher productivity should accrue to women workers and their families.

130. Where appropriate, flexible formal or informal training programmes should be designed and implemented for women in non-traditional areas in order to widen their employment opportunities and to enable them to generate income through production of goods and services.

131. The access of women to special technical training programmes should be increased and women so qualified should be helped to obtain jobs suited to their individual skills; legislative measures should be enacted and appropriate legal assistance provided to prevent exploitation based on sex, race, age, marital status or motherhood in both the traditional and modern sectors. In addition, measures should be taken to ensure that women are introduced, on the same footing as men, to new types of training in the advanced technologies which are now being widely developed.

132. Measures should be taken to provide for part-time workers levels of remuneration and social security benefits which are proportional to those of full-time workers, and the same levels of working conditions and standards of protection.

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133. Where necessary, measures should be taken to develop and/or accelerate much-needed changes in policies in the tertiary sector, which includes the informal subsectors of small-scale trading, domestic services and the like in both urban and rural areas, especially by (a) extending the coverage of labour legislation in particular for domestic services workers; (b) guaranteeing the right to organize trade unions and other appropriate organizations such as credit and marketing co-operatives controlled by the women concerned; and (c) increasing access to managerial and technical training and to financial resources, credit facilities and other inputs in order to improve the working conditions of women and increase their occupational and educational mobility as well as their productivity and economic returns.

134. Measures should be adopted which guarantee that, when transfers of technology take place, account is taken of the factors of production available in the country to which the transfers are made in order to avoid any labour force disruptions, which usually affect women more severely. Promote research on appropriate endogenous technology which takes account of national characteristics and, in particular, those of developing countries. Develop new programmes and appropriate policies with regard to industrialization and the transfer of technology aimed at maximuzing benefits and preventing adverse effects from the transfer of technology on both the employment, training, health and nutrition of women and over-all development. Standards should be instituted to ensure that technologies transferred are safe for utilization, and recipient countries be alerted of the hazards of particular forms of technology.

135. Studies should be carried out on the policies, programmes of action and expanding operations of transnational corporations to ensure that they offer greater employment opportunities for women and to prevent their negative effects.

136. The access of women workers to recreation and culture should be increased since their double workload prevents them from having enough necessary free time; it is therefore essential that household chores and family care should be shared by men and special emphasis should be placed on the obligation of couples to share household tasks with a view to facilitating the access of women to gainful employment.

137. Measures should be taken to ensure that in economic recessions the employment market is not less accessible to women than to men. Measures taken under social legislation concerning unemployment should not directly or indirectly lead to inequality between women and men. Retraining facilities should be provided for unemployed women, preferably in growth sectors.

138. To ensure that women and men are able to harmonize their occupational activities with their family life, child-care facilities and amenities for adolescents should be provided, the length of the working day be reduced, and flexible working hours introduced.

139. The number of women at the decision-making level in both national and international workers' organizations and advisory bodies should be increased at least until the proportion corresponds to the number of women exercising a profession.

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140. Equal employment opportunity programmes should be developed to promote the access of women to all levels of management and decision-making positions and to devise effective programmes to promote the access of women and girls to non-traditional skilled trades.

2. Health

Objectives

141. To improve the physical and mental health of all members of society through:

(a) An improvement in the health status of girls and women, as a necessary aspect of over-all socio-economic development;

(b) Formulation of demographic policies;

(c) An improvement in health care for women throughout their life cycles;

(d) The increased participation of women and men, not only as beneficiaries of the promotion of health but also in the formulation and implementation of policy decisions regarding health at community and national levels;

(e) Studies of the causes of diseases, the establishment of clinical and epidemiological research programmes and the organization of services to deal with national problems;

(f) The development of policies and programmes aimed at the elimination of all forms of violence against women and children and the protection of women of all ages from the physical and mental abuse resulting from domestic violence, sexual assault, sexual exploitation and any other form of abuses;

(g) Training human resources for health programmes of the required quantity and quality;

(h) The inclusion of the mental health aspect as well as alcoholic and drug programmes as part of over-all health programmes for women.

Priority areas for action

142. Promote primary health care with the participation of the communities as the overriding health priority and as a fundamental vehicle for achieving the health goals and objectives of the World Plan of Action.

143. Give high priority to meeting the health and needs of women within primary health care, with particular attention to the special needs of women in rural and depressed urban areas and monitor health programmes in order to secure that women's health needs are properly met.

144. Formulate official policies to involve women in planning and carrying out health programmes at all levels particularly to increase the participation of women at decision-making levels.

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145. Ensure accessibility for all women to maternal health care (including care during pregnancy and childbirth and post-natal care), nutrition (including measures to control nutritional anaemias), family planning, prevention and treatment of infectious diseases - including sexually transmitted and non-communicable diseases - and parasitic diseases, through the establishment of a comprehensive family health, nutrition, and health education network, in order to give women better access to health care.

146. Develop, implement and strengthen child welfare and family planning programmes and family planning information for inclusion also in school curricula for girls and boys on safe and acceptable fertility regulation methods so that both men and women can take the responsibility for family planning to promote the health, safety and welfare of mothers and infants and to enable women to exercise the right to decide freely and responsibly for the number and spacing of their children. Family planning should be facilitated as one means of reducing maternal and infant mortality where high risk factors prevail, such as high parity, too frequent pregnancies, pregnancies at the extremes of the reproductive age, and the frequency and danger of secretly performed abortions.

147. To promote the physical and mental well-being of women, make provision for additional research over the next few years to facilitate analysis and assessment of the status of women.

148. Develop programmes to improve the training and utilization of community health workers, especially women, traditional medical practitioners and birth attendants and elderly village women; support women in their contribution to primary health care both within the family and the community particularly with reference to self-care and self-reliance in health.

149. Draw the attention of doctors and other health professionals to the health needs of women in general, not only in relation to pregnancy and childbirth; emphasize preventive medicine and the need to share responsibility and decision-making with professionals in other disciplines and with women themselves.

150. Establish official incentive policies to give women greater access to training in the medical professions and in health-related research in accordance with local and national needs.

151. Develop simple economic, social and cultural indicators in order to obtain better data on trends in morbidity and mortality among women and their access to and utilization of health services. Establish a national basic health information system to provide up-to-date and reliable indicators of prevailing conditions, future trends and resource productivity.

152. Give high priority to the formulation and implementation of food and nutrition policies based on the needs of women, particularly pregnant and lactating women, and those of women and children of lower socio-economic status in both rural and depressed urban areas; establish educational programmes through professional schools and community agencies to improve the quality, availability, preparation, preservation, rational use of and distribution of food, especially locally grown food.

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153. Protect the health and safety of women and their families from contamination, spoilage and adulteration of foods, harmful additives and preservatives, mislabelling, deceptive packaging and irresponsible promotion of foods of low nutritional value and of breast milk substitutes. High priority should be given to the enactment and enforcement of comprehensive legislation, where appropriate, and the creation of appropriate standards of safety, health, product information and quality, including standards for the preparation, preservation, packaging and labelling of foods and other products sold in the markets. Women and men should be instructed as to the right and hygienic use of such products. Information as to the right to such protection should be widely disseminated through schools, the media, and village and community organizations.

154. Develop explicit programmes at national and local levels to improve hygiene, sanitation and access to safe water supplies and shelter as fundamental bases for good health.

155. Develop policies to ensure a safe working environment both in the home and in the work place and provide appropriate technology to relieve the workload of women. Carry out specific studies on labour hygiene and safety, particularly in branches of activity in which the health of women might be affected.

156. Introduce legislation aimed at eliminating occupational health hazards likely to affect reproductive functions, reducing environmental pollution, and controlling disposal of toxic chemicals and radioactive waste.

157. Promote extensive health education programmes, including special efforts to encourage positive traditional practices, especially breastfeeding, and to combat negative practices detrimental to women's health.

158. Formulate specific programmes for the prevention of maternal and infant mortality, giving priority to depressed rural and urban areas and to most vulnerable population groups.

159. Encourage formulation and implementation of social support measures such as maternity and parental leave, child care, breastfeeding breaks etc. to enable women and men to carry out parental roles in the most optimal and healthy manner.

160. Direct special attention to the needs of elderly women, women living alone and disabled women.

161. Establish programmes giving full medical attention to adolescent women, since adolescence is a critical time in women's biological and psychological development and also involves a change in their relationship to the social environment in which they live.

162. Prevent mutilation practices which damage women's bodies and health.

163. Promote research into the extent and the causes of domestic violence with a view to eliminating it; take measures to eliminate glorification of violence against and sexual exploitation of women in the mass media, literature and

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advertising; provide effective help for women and children who are victims of violence, e.g. by the establishment of centres for treatment, shelter and counselling victims of violence and sexual assault.

164. Formulate a plan of action for the protection of women against abuse of alcohol, tobacco and drugs and also excessive use of certain medicaments, principally by informing them of the hazards these substances present for them and their children.

3. Education and training

Objectives

165. To provide equal access to educational and training opportunities at all levels of all types for girls and women in all sectors of society, thus enabling them fully to develop their personalities and to participate on an equal footing with men in furthering the socio-economic aims of national planning and to achieve self-reliance, family well-being and improve the quality of life.

166. To contribute to a change in attitudes by abolishing traditional stereotypes of men's and women's roles and stimulating the creation of new and more positive images of women's participation in the family, the labour market and in social and public life.

167. To take into consideration in educational programmes and methodologies the special perspective of education for non-violence, mainly with regard to relationships between women and men.

168. Include in educational programmes and methodologies a special emphasis on education against violence, particularly violence in relationships between women and men.

169. To provide for women and girls innovative programmes and methodologies which stimulate creative development, promote the right to freedom and develop the ability to communicate for the eradication of illiteracy, while at the same time upgrading functional skills and basic information about employment and health-related matters as well as their political, economic and social rights.

170. To establish transitional links between school life, apprenticeship and working life, whenever possible, in order to ensure for women and girls better interaction between education, training and employment.

171. Formulate and implement education programmes with final-year courses adapted to the specific needs of the economic and social development of the country, designed to improve and increase the access of women to gainful employment and give them opportunities to take part in non-traditional activities.

172. To increase the opportunities and facilities which promote participation of women in science and technology through education and training in these fields.

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173. To devise means to encourage girls to stay at school longer and to ensure that courses chosen by girls are in a range of fields including the professions, management, economics and the sciences which will enable them to achieve positions of influence in the decision-making process.

Priority areas for action

174. Education, specifically literacy, being a key to national development and a major requisite for improving the status of women, efforts should be made to establish targets for the abolition of differentials in the literacy and educational attainment rates for girls and boys within over-all national efforts to increase literacy and education for the whole population.

175. To promote national educational accreditation and equivalency programmes designed to encourage the return of women and girls who have dropped out into the formal education system.

176. Promote education programmes for children, particularly those of pre-school age, as well as young people, aimed at strengthening women's contribution to society and at changing the traditional roles assigned by social and cultural norms to women and men.

177. Establish targets for the expansion of educational opportunities and facilities for women, including courses and institutions with adequate personnel and materials, for which resources have been earmarked.

178. Provide new formal and extracurricular education to enable women to combine their household duties with the opportunity to improve their educational level.

179. Encourage, through legislation, free and compulsory education for girls and boys at the primary level, with the provision of assistance to establish co-education when possible. Provide trained teachers of both sexes and, if necessary, transportation and boarding facilities.

180. Increase the enrolment of female students in education courses and, in particular, in science, mathematics and technical courses, and in management training courses in the areas of science and technology, especially by encouraging them to enrol in such courses.

181. Provide for equal access to all levels of general education, vocational education, and training for all types of occupations, including those traditionally accessible to men, and to new training schemes and other facilities such as on-the-job training, scholarships, inexpensive boarding and lodging facilities and accessible child care arrangements, ensuring equal job opportunities after completion of vocational education or training for both entry and re-entry, after a period of absence, into professional life.

182. Examine curricula and learning materials with a view to removing sex-bias and the stereotyped portrayal of the roles of girls and women and promote the development of non-sexist resources and curricular materials.

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183. Establish targets for the nation-wide implementation of the learning materials developed to optimize the potential of women for countries which have started the work since 1975.

184. Include courses on women's issues in university degree programmes.

185. Develop programmes at the secondary, tertiary and adult education levels to encourage a basic understanding of human rights, including the Universal Declaration of Human Rights and other relevant instruments. Such courses should stress the fundamental importance of the elimination of discrimination on the basis of race and sex.

186. Train guidance counsellors and teachers to assist girls and boys in choosing professions according to their personal capacities and not according to stereotyped sex roles.

187. Design and promote teacher training courses to alert teachers to the stereotyped assumptions which inhibit choice in school subjects and to the need to widen the options available to women and girls in their future training and occupational choices. Provide, whenever possible, counselling services for the benefit of parents, teachers and pupils as well as for workers and employers.

188. Encourage parity of men and women in teaching and administrative positions at all levels of education.

189. Identify the situational constraints on different culturally or socially underprivileged target groups (e.g. girls of school age who are not attending school, illiterate adults or adults who are engaged in home responsibilities and need additional or diversified education, working women of different age groups in rural and urban areas, mature women and immigrant women) and formulate and implement programmes for such groups.

190. Monitor programmes and take measures to improve the data on drop-out rates of girls and women and causes, course content and levels of skills acquired, in order to facilitate the introduction of remedial or accelerated measures and to generate greater commitment to the policy objectives within the system.

191. Where appropriate, provide for particular target groups, giving priority to those needing them most, counselling and supportive services and certain necessities (child-care, earning and learning schemes, transport, clothing, books, supplementary nutrition, reading centres, special tuition in basic subjects such as mathematics, scholarships and stipends and the like), based on situational analyses, and include resources for such services as priority items in educational budgets.

192. Provide for education for women in the context of life-long education in all major development sectors, in developed and developing countries, and take specific measures for the necessary funds and personnel.

193. Promote instruction and interdisciplinary research on women and the implications of the goals of the Decade as an input to the educational process,

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particularly in institutions of higher and teacher education, in order to draw on the experience already acquired in some countries with women's status and to eliminate all attitudinal and conceptual biases and prejudices, especially those relating to class, that hinder understanding of the role and situation of women.

194. Urge Governments to encourage women to enrol in all their technical institutes and to promote, through every means available to them, the establishment of intermediate technical courses.

C. Priority areas requiring special attention

1. Food

Objectives

195. To enhance and stimulate the key role performed by women in all phases of the process of food production and their contribution to the economic and social development of their countries, at the same time raising their status.

196. To ensure proper planning of the agricultural production sector so that the agricultural output covers as a matter of priority the supply of products that are socially and nationally necessary for the nutrition and food requirements of women in rural areas.

Priority areas for action

197. Governments should adopt the necessary measures to:

(a) Promote the incorporation of women in all phases of the agricultural productive process, including post harvesting processing, up to and including the marketing of products;

(b) Provide women with the necessary skills and appropriate technology to enable them to participate better in the process of subsistence food production;

(c) Establish a link between food production and food consumption processes by providing information on the nutrients required for the development of the population and in particular of children and by making rural women aware of the need for proper nourishment. Eliminate inappropriate consumption patterns which have developed as a result of ignorance or manipulation by commercial advertising;

(d) Promote the participation of women, especially in rural areas, in agricultural policy-making, leading to the production of basic foods for family and national consumption;

(e) Ensure access to and use of appropriate technological model of agricultural production for both sexes without distinction;

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(f) Stimulate the participation and full voting rights of women in co-operatives and other forms of organization relating to the production, processing, distribution, marketing and consumption of basic food products;

(g) Ensure access for women in conditions of equality with men to financing mechanisms covering all phases of production, up to and including the marketing of food products;

(h) Support forms of marketing of basic foods for family consumption which will be conducive to the opening up of priority markets for the sale of their products.

2. Rural women

Objectives

198. Enhance the effective contribution of rural women to the economic and social development of their countries who are hampered by reason of their inadequate access to appropriate technology; by the inadequate social infrastructures in rural areas; as well as by the double workload they bear through their participation in working the land and their performance of household duties.

199. Improve the living conditions of women in rural areas, and to this end:

(a) Acknowledge the contribution which women make to the economic and social development of their countries, and take steps to ensure that rural women participate equally and effectively in the development process as beneficiaries and as agents for change by affording them participation as policy-makers, organizers and implementers of development programmes;

(b) Give rural women at all levels access to formal and non-formal courses in leadership and decision-making, as well as to programmes that teach skills appropriate to their lifestyle and skills which could be utilized, if necessary, for paid employment;

(c) Provide rural women with basic human needs including clean water supplies, effective sanitation, adequate food and nutrition, basic health services, shelter and appropriate fuel supplies. They should have access to formal and non-formal education programmes, which should be available at minimum cost and inconvenience to already overburdened women. They should also have assured access to technology at all levels, particularly in relation to food storage and preservation, transport and marketing and labour-saving tools and devices;

(d) Provide rural women access to improved transport and communication systems, and to all forms of media;

(e) Extend to all rural women free and equal access to credit facilities where these are available;

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(f) Aid donor countries and recipient Governments should consult on ways of developing programmes at the village level to involve local women in their planning and implementation. Care should be taken to ensure that development assistance programmes do not exclude women from technological training.

Priority areas for action

200. Governments should adopt the necessary measures to:

(a) Eliminate from legislation on rural development, where necessary, provisions that discriminate against women;

(b) Make rural women aware of their rights and duties so that they can exercise and benefit from them;

(c) Ensure access for rural women to the use, enjoyment and development of land, in conditions of equality with men, by according to women the same practical and legal rights as those of men in access to ownership and the use and management of land, in the production of goods from land by means of agriculture or grazing and in the disposal of any such products or of the land itself;

(d) Allocate sufficient financial resources to carry out research, especially field research, which will provide a sound basis for initiating, expanding and strengthening concrete and integrated actions aimed at promoting the development of rural women and their integration in economic and social activity in rural areas;

(e) Examine carefully the possibility of devising statistics which measure rural women's contribution on an equal basis with men's, including labour in the sphere of agricultural production, unpaid family labour and food production for family consumption, as well as to monitor the impact of development so that negative and unforeseen consequences, such as increased workload and loss of income earning opportunities, can be identified;

(f) Provide rural women with the appropriate technology and suitable training to enable them to improve and promote their traditional small-scale in-home industries;

(g) Encourage the participation of rural women, in all forms of social organization of labour, with a view to their achieving, inter alia, control over their wage levels participation in the production process and greater equality in working conditions;

(h) Foster the effective participation of rural women in the cultural, political, economic and social activities of the community;

(i) Create and strengthen the necessary infrastructure to lighten the workload of rural women, through, inter alia, the application of appropriate technology but ensuring that such measures do not result in occupational displacement of women;

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(j) Design and carry out literacy and training campaigns for specific rural areas promoting the effective participation of women in such campaigns;

(k) Improve employment opportunities for women in agricultural and non-agricultural jobs in rural areas by providing training and ensuring an adequate allocation of material, technical and financial resources, so as to provide an alternative to migration to urban areas, ensure a balanced development in the other social services with a view to narrowing the existing development gap between rural and urban sectors thereby preventing migration and its harmful consequences.

(l) Examine and strengthen rural women's participation and contribution in and benefit from development and diversification of the forest economy;

(m) Establish special schemes to provide basic education for children and adults in remote, sparsely populated or very underprivileged rural areas, for example, by setting up children's hostels which provide board and lodging;

(n) Increase rural women's access to rural services by broadening the range of agricultural training and extension programmes to support women's roles in activities of agricultural production, processing and marketing and by increasing the number of women in the training and extension programmes of development agencies at all levels;

(o) Promote the processing of agricultural products by national, community, State or mixed enterprises; create jobs for rural women and families in the agro-industrial sector; and design and implement national plans for the development of the agro-industrial sector and rural industries.

3. Child care

Objectives

201. To develop or extend government-supported early childhood services appropriate to the individual family's needs.

202. Enable women, and especially working women, to discharge their responsibilities with regard to their children, and combine their work outside the home with their responsibilities as mothers. Special efforts should also be made to enable fathers to assume their share of family responsibilities.

Priority areas for action

203. Governments should adopt the necessary measures to:

(a) Include provision of community-based, work-based and work-related child care services, out-of-school hours and holiday care, crisis care and care for those families engaged in shift work;

(b) Improve the existing services by improving the competence of the persons

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providing them, the quality of the services provided, health conditions and the material aspects of the services;

(c) Create new services suited to the needs and conditions of working women and undertake the necessary studies to determine the real nature of those needs;

(d) Provide the necessary services at the lowest cost so as to match the resources and possibilities of women with limited incomes;

(e) Involve mothers in the planning of those services, and in their provision and assessment on a continuous basis so that they can be developed;

(f) Encourage child care centres in shopping centres to cater for occasional care needs.

4. Migrant women

Objective

204. Migrant women, including wage earners and the family of migrant workers, should have the same access to education, training employment and support and health services as the national population.

Priority areas for action

205. Governments should adopt the necessary measures to:

(a) Provide language and literacy training facilities in the community and at the work place. Access to these courses must be facilitated by income maintenance and child care services;

(b) Provide orientation and information programmes, including information on employment and training to all migrant women, in their own languages where necessary, to assist them to settle into the host country;

(c) Establish vocational training and counselling programmes, where necessary, including interpretation services;

(d) Ensure that social support and health services provide interpreters or bilingual workers;

(e) Encourage and assist union and employer organizations to inform migrant women about industrial legislation, procedures and rights;

(f) Provide culturally appropriate child care services to meet the needs of migrant and minority children and their families;

(g) Ensure migrant women, on a basis of equality with the national population, general education and vocational/professional training. Measures should be taken to improve the level of education and training of migrant women through languages

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and literacy courses upon arrival in the host country. Special education and training facilities should be provided for marriageable daughters of migrant workers who are of compulsory school age but who for various reasons do not attend school in the host country. Special attention should be given to reaching migrant women, for instance through the mass media, notably radio. Supplementary training and special guidance is necessary for social workers and teachers. In most cases these will, of necessity, have to be women;

(h) Ensure, on a basis of equality with the indigenous population, equal health care for migrant women. Measures should be taken to improve the health status of migrant women, paying special attention to stress-related ailments caused by differences in cultural, social and religious conditions. Provide additional training for domestic health care works on the differing cultural and religious attitudes migrant women may have towards health and ill-health.

5. Unemployed women

Objective

206. Governments should take steps to ensure that unemployed women have access to secure employment.

Priority areas for action

207. Governments should adopt the necessary measures to:

(a) Provide formal and non-formal training and retraining to equip unemployed women with marketable employment skills. Such training should include personal and vocational development programmes;

(b) Guarantee to unemployed women social security benefits, adequate accommodation, and medical services on the basis of individual need.

6. Women who alone are responsible for their families

Objective

208. Governments should ensure that women who alone are responsible for their families receive a level of income sufficient to support themselves and their families in dignity and independence.

Priority areas for action

209. Governments should take the necessary measures to:

(a) Provide training and retraining for secure employment through programmes which must include income maintenance, child care, parental leave and personal and vocational development programmes;

(b) Assist women who alone are responsible for their families to obtain secure and appropriate accomodation;

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(c) Guarantee favourable access to finance and credit, medical and health services.

7. Young women

Objective

210. Promote specific Government policies for the education, health and employment of young women so that, in view of the role they play in revitalizing and carrying on systems of behaviour, attitudes and values, they receive the guidance and support they need, during the time when they are planning their future lives, to act wisely in crucial situations, such as the adoption of values and attitudes; the choice of a husband, the birth and raising of their first child; access to their first job; and election to office.

Priority areas for action

211. Governments should take the necessary measures to:

(a) Give special attention to the education of young women, who are the only human resource with a possibility of bringing about change in the future, with a view to ensuring that they are consciously involved in social and political development; that they enjoy and exercise the right responsibility, deliberately and willingly to found a family; and that they are given more and better opportunities to take part in the process of production;

(b) Give priority attention to young women in matters relating to food and health in general in order to improve the living conditions of present and future generations and to permit the exercise of the right to health.

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Part Three: The Programme of Action at the international and regional levels

IV. INTERNATIONAL TARGETS AND STRATEGIES

212. International targets and strategies both at the regional and the global levels must be based on a clear recognition that peace, security and national independence are essential prerequisites for an environment wherein the rights, responsibilities and roles of women can be promoted and the three objectives of the Decade - equality, development and peace - can be attained.

213. The perpetuation of global economic inequalities and economic dependence, which are the product of an economic system that is unfair and incompatible with the development of countries, slows down the process of development of all nations, particularly of the developing countries, and inhibits the full utilization of the material and human potentials of those countries, including women. The elaboration of an international development strategy for the third United Nations Development Decade, formulated within the framework of the new international economic order and directed towards the achievement of its objectives, is thus of fundamental importance for the achievement of the goals of the United Nations Decade for Women. It is essential to establish goals aimed at the assumption by women of full economic, political, cultural and social responsibility.

214. Progress towards disarmament can greatly contribute to the achievement of an adequate economic, social and cultural environment and enhance the development process through the reallocation of resources, particularly to the developing countries.

215. One of the concerns of the international community has been the need to restructure and reformulate the policies of the economic and social sectors of the United Nations system so that it can help speed up the establishment of the New International Economic Order, the development of developing countries, and the promotion of the goals of the United Nations Decade for Women.

216. The restructuring has taken into account the need for decentralization of certain activities and the strengthening of regional programmes, particularly in the areas of economic and technical co-operation, in advisory services and training and research, data collection and analysis. The past few years have also witnessed the formulation by the regional commissions of regional plans of action for the integration of women into development and programmes aimed at implementation of some of their provisions. Of utmost importance however is the need to integrate women at both regional and global levels into the priority areas mentioned above in a programme of concerted and sustained international action for the second half of the Decade and beyond, until the plans to attain women's integration in development are fully implemented.

217. Member States are increasingly looking to the United Nations and to organizations in the United Nations system to take more dynamic international action in promoting women's full and equal partnership in development, both as contributors

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and beneficiaries. This is evidenced by the increasing number of resolutions, plans and policy declarations. Commensurate with the need for more dynamic programmes and policies is the need for co-ordination of activities of the various organizations in the United Nations system as well as the appropriate institutional arrangements, within them, involving whereever necessary, structural transformations. There is also a need for the development of relevant methodologies for integration s of women in all their programmes and activities. In line with the integrated nature of the development process itself and with the need to reduce both isolated actions and overlapping of activities, the Programme of Action aims also at greater cohesiveness and co-ordination of efforts between its various organizations.

218. The Programme seeks to outline essential strategies and broad areas for international action. International action in this context includes regional action. However, some recommendations are addressed specifically to regional commissions and to other relevant organizations in the United Nations system for action at the regional and subregional and national levels in order to assist Governments and supplement national programmes.

V. INTERNATIONAL POLICIES AND PROGRAMMES

219. All organizations in the United Nations system, in closer co-operation with relevant intergovernmental and non-governmental organizations, should support efforts towards establishing, strengthening and implementing national, regional and global programmes aimed at women's integration in development, revising and redefining if necessary development concepts, objectives and policies to achieve it. These programmes at the international level should take into full consideration the essential linkages in the development process at national, subregional and international levels, and with adequate feedbacks between institutions and machineries related to women and major planning units at all these levels.

220. In order to achieve the targets prepared for the third United Nations Development Decade, all development planning should take due account of the potential contribution and the interests of women. This consideration will lead to more appropriate development programmes which will increase productivity, whilst at the same time guarding against the possibility of any adverse impact which the transfer of technology and the redeployment of industry may have. Development projects should strongly emphasize the indigenous capabilities of the developing countries and enhance their creative capacity.

221. New approaches should be developed for increasing the mobilization of women's resources both for advancing their socio-economic status and increasing productivity. To this end, they should offer, inter alia, special incentives to develop co-operative movements particularly among women of the poorer sectors of society aimed at developing co-operative technology enterprises for community self-reliance in water, energy, health, sanitation and housing, day care centres, and other basic services.

222. Multilateral and bilateral development and other organizations as well as

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non-governmental organizations working in the field of development should continue to provide development assistance to programmes and projects of developing countries which promotes women's integration and participation in all aspects of the development process, also within the framework of technical co-operation among developing countries. In this connexion efforts should be made to fully utilize locally available expertise to project design and implementation and to ensure greater quality in the project results through, among others, flexible implementation procedures. These programmes and projects should inter alia focus on efforts to strengthen developing countries' capabilities to plan and implement programmes for women including capabilities to develop alternative technology, including research and application of renewable sources of energy.

223. The United Nations Voluntary Fund for the Decade for Women should continue to intensify its efforts to give special support to women most in need, and to encourage consideration of women in development planning. Contributions to the Voluntary Fund will need to be greatly increased during the second half of the Decade if demands now being made on its resources are to be adequately met. Adequate development funds should be available for activities specific to the acceleration of the full participation of women in economic and social development at national, regional and international levels.

224. Studies should be undertaken by the relevant United Nations organizations to identify new ways and means of facilitating the integration of women, especially of the poor sectors of society, into the mainstream of development including women workers in agriculture and industry. The ILO, in co-operation with pertinent bodies such as UNCTAD, UNIDO and FAO, should develop studies to assess the working and employment conditions of rural women with a view to assisting Governments to revise national and international policies concerning wage and labour policies as well as trade agreements and prices of those commodities where women's and men's wages are adversely affected by and also affect the exchange earnings of the developing countries as obtained from the export of such commodities. UNESCO, in co-operation with other relevant United Nations organs and organizations, should continue to prepare studies and sponsor projects with a view to assisting Governments to assess progress made and obstacles that women face in gaining access to and enjoying primary, secondary and post-secondary educational opportunities and to contribute to the development of research and teaching about women at the university level and in non-formal education. WHO, in co-operation with other relevant United Nations organs and organizations should continue to assess progress made and obstacles women face in gaining access to health care, particularly progress in the development of primary health care.

225. The United Nations Secretariat should undertake the compilation of comparative national legislations which are aimed at promoting sex equality. Such a compilation would assist in the introduction of new laws designed to integrate women into all fields of activities, by way of generating ideas and exerting persuasion. The compilation should be issued within the framework of the United Nations Legislative Series.

226. International and regional organizations should provide assistance, if requested, to national machineries for women, for improving their capabilities and resources to accelerate integration of women in the development process and take up programmes and projects for them.

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227. In the framework of bilateral development co-operation efforts should be made, in conformity with national priorities, to strengthen national programmes aimed at the full participation and integration of women in all aspects of development, including participation of women at the grass-roots level. In all bilateral development activities women should participate in the preparation and implementation of programmes and projects.

228. The special session of the United Nations General Assembly on economic development should take into full account the women's role in economic development; the forthcoming United Nations Conference on New and Renewable Sources of Energy, the programmes for the International Drinking Water Supply and Sanitation Decade, and other forthcoming international conferences should also take into account issues of particular interest to women.

229. The United Nations and its organizations should, in co-operation with national Governments, develop strategies to increase women's participation in the social, economic and political life, to ensure full and effective participation of women in all sectors and at all levels of the development process, including planning, decision-making and implementation, and in order to facilitate this, seek to:

(a) Reduce the burden on women of tasks traditionally performed by them in the home and in food production and child care through appropriate technology and a fair division of labour between women and men;

(b) Counteract factors which tend to keep girls and women out of schools and training centres;

(c) Create new employment and occupational mobility opportunities for women;

(d) Increase the economic returns to women for their labour, and implement the principle of equal pay for work of equal value;

(e) Recognize the important contribution of women to economic development, raise the productivity of women's labour for their own benefit and the benefit of their own families, and at the same time undertake appropriate structural changes to prevent women's unemployment;

(f) Recognize the vital role of women in agriculture and guarantee them equitable access to land, technology, water, other natural resources, inputs and services and equal opportunities to develop their skills;

(g) Promote equal participation of women in the industrialization process, counteract possible negative effects of industrialization, and ensure that scientific and technological development will benefit both women and men;

(h) Ensure women's active participation in and access to primary health care, considering their specific health needs.

230. International programmes and policies - including regional ones - are grouped into five areas. Each is covered below in a separate section.

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A. Technical co-operation, training and advisory services

231. Technical co-operation programmes for women should be conceived in the context of over-all development and not as welfare programmes.

232. Technical co-operation activities should be directed towards assisting and complementing Governments' efforts aimed at enhancing the development of human resources particularly among the most disadvantaged groups of population with a special emphasis on women.

233. All organizations of the United Nations system including the regional economic commissions should:

(a) Review existing and proposed plans and projects in this area with the aim of integrating the issues of concern to women in all programmes and projects in order to improve the effectiveness of those projects as well as to improve the status of women;

(b) Encourage and support Governments and non-governmental organizations, including research institutions, in elaborating appropriate technology projects and in identifying ways in which women can participate in and contribute to the effectiveness of development projects and improve their own economic and social condition;

(c) Organize seminars and workshops on the issues related to women and development and ensure that the topic of women and development be included in the substantive discussions of international conferences;

(d) Assist Governments in organizing more training courses with the assistance of the International Research and Training Institute for the Advancement of Women (INSTRAW) for improving women's planning, technical and managerial skills in different fields, especially of functionaries implementing programmes and policies for women. Promote fellowships and other special educational and training programmes to increase the capacity of women workers and planners so that they can gain better occupational and social status;

(e) Assist national and regional programmes benefiting women in rural areas. Programmes for women should be viewed as an investment in the process of development and women should be included as active participants in the design, planning and implementation of projects in all sectors and not simply as beneficiaries of services;

(f) Ensure that technical co-operation, training and advisory services by the organizations of the United Nations system should be in accordance with country objectives and with policies outlined in the world plan of action and the programme for the second half of the Decade.

234. UNDP should intensify its efforts to encourage and assist Governments to find innovative approaches to achieve their development goals through incorporating and benefiting women by:

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(a) Continuing its support for the Voluntary Fund for the Decade for Women;

(b) Continuing to promote regional, subregional and national projects through regional commissions, national machineries for women and research and training centres, especially activities enabling the innovation and development of new programmes in order to achieve the integration of women in development;

(c) Instructing resident representatives to include issues of particular interest to women in the country programming cycle, and to regularly monitor existing programmes and promote project development, co-ordination and co-operation among United Nations and other programmes which will contribute to the achievement of the goals of the Decade.

235. Governments should formulate, as part of their development co-operation policies, guidelines for the implementation of the programme of action for the second half of the United Nations Decade for Women.

Mobilization of human resources

236. Efforts should be intensified within the programmes of organizations of the United Nations system to involve more men in programmes for attitudinal change in all the relevent sectors, particularly employment, health, education, rural development and political participation. Men should be involved in health programmes to ensure that the responsibility of improving conditions of their families and communities is not the sole responsibility of women.

237. The effective participation of women particularly in the developing countries in the programmes of organizations in the United Nations system should be encouraged, including their participation in interregional and regional seminars and meetings.

238. Women at all levels especially those from grass-roots organizations should be encouraged to play a more effective role at the decision-making level in international organizations.

239. United Nations organizations and member States are urged to take the necessary measures to increase the proportion of women by nominating and appointing women, particularly from developing countries for posts in decision-making levels in secretariats and expert bodies. Member States are also urged to increase the proportion of women on their delegations to all United Nations meetings, including meetings of Preparatory Committees for International Conferences and to prepare women to take an active role in such Conferences. In this regard, Member States in co-operation with United Nations bodies should provide arrangements for developing items on women's issues to be included in the agendas of such conferences.

240. Reinforce efforts of Member States, with particular emphasis on developing countries, for the development and strengthening of endogenous capabilities and capacities for the elaboration of policies for science and technology and for their application for the solution of problems of development, with special emphasis on the disparities in the access of women to scientific and technical education and training.

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Assistance to women in southern Africa

241. The recommendations are addressed to United Nations organizations, the specialized agencies, Governments, international and regional intergovernmental organizations, women's and anti-apartheid groups, non-governmental organizations and other groups.

242. The assistance provided will be channelled through the southern African liberation movements recognized by the Organization of African Unity. It is divided into the following categories of assistance:

(a) Legal, humanitarian, moral and political assistance to women inside South Africa and Namibia persecuted under repressive and discriminatory legislation and practices and to their families and to women in refugee camps;

(b) Training and assistance to integrate women into positions of leadership and support within the national liberation movements in the struggle for liberation;

(c) Training and assistance for women to play roles in all areas after liberation in the reconstruction of their respective countries;

(d) International support for and co-operation with the southern African women's struggle;

(e) To disseminate information about apartheid and racism and its effects on women in southern Africa in particular, and to involve all women in efforts to eradicate apartheid and racism and to promote and maintain peace;

(f) To assist in the strengthening of women's sections where they already exist in the national liberation movements and the creation of such sections where they do not currently exist as a means of accelerating the achievement of equal opportunity for women and their full integration in national life. Such women's sections through the national liberation movements should, in consultations with the United Nations organizations, the specialized agencies, intergovernmental and non-governmental organizations, determine and make known their policy and programme priorities.

243. To call on Member States of the United Nations which have not yet done so to ratify the 1973 International Convention on the Suppression and Punishment of the Crime of Apartheid.

Assistance to the Palestinian women inside and outside the occupied territories

244. The United Nations organizations, its specialized agencies, United Nations organs and funds, Governments, international and regional intergovernmental organizations and other groups are called upon to provide assistance in consultation and co-operation with the Palestine Liberation Organization, the representative of the Palestinian people:

(a) To undertake studies and research pertinent to the social and economic conditions of the Palestinian women with a view to identifying their specific needs

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and to formulate and implement relevant programmes to meet their needs and to develop resources and potentialities of women;

(b) To provide legal, humanitarian and political assistance to Palestinian women in order to allow them to exercise their human rights;

(c) To establish, expand, and diversify educational and training programmes for Palestinian women with particular emphasis on expanding technical and vocational training;

(d) To safeguard and promote the Palestinian heritage and values as the core of the educational content with a view to preserving the Palestinian national identity;

(e) To eliminate all restrictive legal and social measures that hinder Palestinian women from having access to available employment opportunities and equal pay for equal work, and to provide them with equal training and employment opportunities so that they can contribute effectively to the formation of an integrated Palestinian labour force;

(f) To assist materially and technically women's organizations and associations, and to provide support to the General Union of Palestinian Women with a view to develop their institutional capabilities to undertake extension programmes, adult education and literacy programmes for women and child care services;

(g) To formulate and implement integrated health and nutrition programmes; to train Palestinian women in the various medical and paramedical professions and to strengthen existing health services provided by the Palestinian Red Crescent, particularly those related to maternal and child care;

(h) To collect and disseminate information and data about the effect of Israeli occupation on the social and economic conditions of the Palestinian women and their struggle for achieving self-determination, right of return, and right to national independence and sovereignty.

Assistance to women refugees and displaced women the world over

245. Humanitarian assistance to and resettlement of refugees, regardless of sex, race, religion or national origin, and wherever they may find themselves, is an international responsibility which all nations concerned should help bear. Because the overwhelming proportion of refugees are women, who generally suffer more radical changes in role and status than male refugees, the United Nations and other international organizations are urged to address themselves specifically to the problems and vulnerabilities of women.

246. The following recommendations are addressed to the United Nations High Commissioner for Refugees and, within their competence or special interest, the organizations of the United Nations system, specialized agencies, international, regional and intergovernmental organizations, non-governmental organizations, women's groups and all other relevant institutions, competent associations, and Governments.

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247. The United Nations High Commissioner and other bodies mentioned in paragraph 184, as appropriate, in assisting women refugees, are requested to formulate specific programmes relevant to them in all phases of refugee life: relief, local integration, resettlement, and voluntary return to their homes. All Governments concerned are invited to help do this, thereby easing the burden on countries of first asylum in particular. Third countries should be urged to receive refugees for resettlement without discrimination on the basis of sex or lack of qualifications. There is a particularly urgent need for senior level responsibility for the special needs of refugee women, including monitoring, in the UNHCR and other agencies and organizations involved in refugee relief. These programmes should also apply to displaced women, wherever appropriate.

248. It should be recognized that in refugee situations and of displaced persons, women and children form the bulk of the refugees and have particular needs. Therefore special efforts are necessary to ensure their survival and well-being, and to prevent their abuse and exploitation. The traditional disadvantages of many women in society are intensified in refugee situations as well as for displaced persons. This must be recognized in formulating any programmes of assistance. The assistance provided through the United Nations High Commissioner for Refugees, or through bilateral intergovernmental channels as far as resources permit should include the following categories of assistance:

(a) Legal, humanitarian and moral assistance to women refugees ensuring for them the fullest respect for their human rights in accordance with the principles of the Universal Declaration of Human Rights and the Covenant on Civil and Political Rights, to prevent exploitation of their ignorance of their rights and of their comparatively weak positions;

(b) Special relief efforts directed to refugee women and children, and particularly to handicapped persons, to ensure that available aid reaches them;

(c) Assistance and counselling to women refugees at an early phase of their arrival in the country of asylum, with emphasis on the development of self-reliance;

(d) Special health care measures and health counselling including family planning services on a nationally acceptable and voluntary basis for women refugees, as well as supplemental feeding programmes for pregnant and lactating women, provided through means relevant to their culture and traditions, and by women medical workers where necessary;

(e) Training and educational programmes, including orientation, language and job training, designed to facilitate the necessary adjustments of women refugees to their new life and the preservation of their cultural links with their country of origin;

(f) Special efforts to facilitate family reunion and support for tracing programmes;

(g) Skill development programmes for refugee women so that they may learn to employ their potential for income-earning activity;

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(h) The UNHCR should encourage Governments in whose territory abuses of women refugees take place to bring to justice the perpetrators of such abuses. Host country Governments should be encouraged to allow sufficient international personnel in refugee camps to discourage exploitation or any attacks upon women refugees.

249. Assistance should be provided in strengthening the counselling programme for women refugees, both in rural settlements and urban centres, and the design of special social work programmes to reach women refugees, where such programmes do not at present exist. Special orientation programmes should be provided for women refugees awaiting resettlement in third countries.

250. The role of women refugees in the operation and administration of refugee camps should be substantially expanded, including distribution of food and other supplies, and the design of training and orientation programmes. The UNHCR is urged to develop policies which actively involve refugee women in self-help programmes in an effort to fully utilize their skills and talents.

251. The United Nations system should give high priority in its public information activities to the need to assist refugee women and children the world over.

B. Elaboration and review of international standards

252. Every effort should be made by the United Nations and organizations in the United Nations system to encourage Governments:

(a) To sign and ratify or accede to the Convention on the Elimination of All Forms of Discrimination against Women adopted by the General Assembly in its resolution 34/180, of 18 December 1979, so that it will come into force at an early date within the period of this programme;

(b) To sign and ratify or accede, if they have not yet done so, to all conventions of the United Nations and specialized agencies which relate to women. 1/

253. The Committee on the Elimination of Discrimination against Women should keep under review the reporting systems under the Convention on the Elimination of All Forms of Discrimination against Women once it comes into force. The Commission on the Status of Women should keep under review the reporting system for the implementation of the World Plan of Action and the implementation of the Programme for the second half of the Decade.

254. The United Nations and organizations in the United Nations system should, in the formulation of international standards in areas where they do not exist, take into account the needs of women.

1/ See, for example, Human Rights: A Compilation of International Instruments, New York, United Nations, 1978; and International Labour Organisation, International Labour Conventions and Convention on the Elimination of All Forms of Discrimination against Women, United Nations, New York, 1979; and Covenant on Civil and Political Rights.

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255. The specialized agencies should submit reports on the implementation of the Convention in areas falling within the scope of their activities, when requested to do so, and should attend the meetings of the Committee on the Elimination of Discrimination against Women when invited to do so.

256. Measures should be taken by bodies and organizations in the United Nations system, particularly UNCTAD, UNIDO, the Centre on Transnational Corporations, the International Labour Organisation and the Food and Agriculture Organization of the United Nations to include specific provisions relating to women in the International Code of Conduct for transnational corporations and on the transfer of technology aimed at diminishing any adverse effects of redeployment of industry and technology.

C. Research, data collection and analysis

257. The United Nations, the specialized agencies, and the regional commissions should give high priority to undertaking multisectoral and interdisciplinary action-oriented research in relevant and important areas where information does not already exist on the ways of integrating women in development, with a view to formulating development objectives, strategies and policy measures responsive to the needs of women and men. Such research should utilize existing institutions such as the United Nations Institute for Research and Training for the Advancement of Women as well as more use of joint institutions which deal with questions concerning status of women. The research should be aimed at developing effective methodologies of planning for women's development and at evaluating the participation of women in the informal sectors of the economy; the health status of women, the double burden of working women and data on the degree of absence of women because of maternity, educational opportunities or lack thereof for women, in particular factors contributing to illiteracy, full access of women including drop-outs among the female population to all types and all levels of education, the conditions of the female-headed household, the participation in the formal sectors of the economy, political participation and the nature of the contributions of women's organizations. Emphasis should also be given to fuller and more systematic analysis of all the interrelationships between women's roles in development and demographic phenomena. Research should also be conducted on employment opportunities projected for a period of five or ten years after the Decade for Women, and on training/educational programmes that will meet the need for the specific work force so identified.

258. Taking into consideration that international migration has become an enduring process in the labour market, the special problems of migrant women, as related to their economic functions, legal and social status, difficulties arising from language barriers and the education of the second generation deserve special attention. The ILO, in co-operation with relevant bodies such as UNESCO, FAO and WHO should continue and develop studies to assess the employment, health and educational conditions of migrant women with a view to assist Governments in viewing their national and international policies concerning employment, social security, housing, social welfare policies, and the preservation of the cultural heritage as well as the impact of mass media for supportive channels of information for migrant women.

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259. The United Nations, in close collaboration with specialized agencies and regional commissions and on the basis of the work done by INSTRAW, should prepare and make available compendiums of statistics on women, containing the most recent data, time-trend analysis where available, as well as national and international measures designed to improve the situation of women. The Directory of International Statistics, prepared by the Statistical Office, Department of International Economic and Social Affairs of the United Nations Secretariat, should include a special section indicating where relevant data exist by which progress toward equality between the sexes can be monitored.

260. The Sub-Committee on Statistical Activities of the Administrative Committee on Co-ordination, in agreement with INSTRAW, should, as soon as possible, include in its programme of work consideration of statistics relating to women and develop short- and long-range goals for improving the quality and relevance of data pertaining to the conditions of women. Such discussions should include plans to update data concerning women with a particular emphasis on the development, evaluation and updating of estimates and projections of the participation of women in all areas of national life.

261. The United Nations should, in close collaboration with the specialized agencies, the regional commissions and national Governments encourage statistical operations and practices that are free from sex-based stereotypes and appropriate research methodology that would have relevance to the participation of women in development and equality between the sexes.

262. The United Nations, with the concerned specialized agencies, should pay special attention to the industries in which the overwhelming majority of employees are female, analyse the causes of their existence and the possibilities of new technological patterns leading to deep changes in the respective branches.

263. At the regional level the regional commissions in collaboration with the specialized agencies should:

(a) Assist the countries of the region to establish indicators by which progress toward equality between the sexes can be monitored. In establishing such a set of indicators, Governments should be advised to take into account the social and cultural realities of the country, the current state of the country's statistical development as well as their individual policy priorities;

(b) Prepare for each region an inventory of social, economic and demographic indicators relevant to the analysis of the status of women in the region. For a better evaluation of development programmes, the utilization of, and access to, such data should be ensured;

(c) Assist countries in the development of surveys carried out as part of the national household surveys capability programme including batteries of questions of special relevance to the participation of women in development and equality between the sexes;

(d) Increase their level of investment in long-range fundamental research on women and development, without violation to national priorities, so as to provide a sound scientific base for development planning.

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D. Dissemination of information and experience

264. The respective specialized agencies of the United Nations, during the second part of this Decade, should give special consideration to the conditions of work of women, including the problems of working hours and working norms for women, and bring their conclusions to the attention of member States.

265. The United Nations and UNESCO should ensure the inclusion of women in the current work undertaken in preparation for the new international information order as both recipients and participants in information systems in which their problems and issues are considered. In the definition of new communication policies the participation of women and their positive and dynamic image must be emphasized.

266. The United Nations system should ensure that women's issues form an integral part of the existing international information systems and data banks (such as AGRIS, INRES, INTIB, DIS), particularly ISU information system unit within the Department of International Economic and Social Affairs, in order to facilitate free exchange of experience and knowledge among international organizations and their member States.

267. The Joint United Nations Information Committee (JUNIC) in carrying out its responsibilities for programmes of social and economic information should:

(a) Ensure that the annual JUNIC plans of action take into consideration issues and topics of particular interest to women, matters which particularly affect women, as well as their participation in information activities such as press, publications, radio programmes, film and television projects, reportage of field trips, seminars, etc.;

(b) Advocate that an information component be built into projects such as those assisted by the Voluntary Fund for the Decade and by other organizations of the United Nations system, and which would be disseminated by the Department of Public Information, specialized agencies etc.;

(c) Ensure that guides and directories of the United Nations Information Centre contain relevant data and information about programmes and activities of the United Nations relating to women.

268. The United Nations and other organizations in the United Nations system such as UNCTAD, UNDP, UNFPA, UNEP, UNIDO, UNICEF, UNITAR, the ILO, FAO, UNESCO, WHO, and WFP should include in their publications, media support activities, training programmes and seminars etc., specific guidelines on issues and topics of particular interest to women and those in which women could be successfully integrated. In particular, United Nations agencies concerned with development, education, employment, health, population, food production etc., should increase their information output on matters affecting women especially in developing countries with emphasis on reaching mass audiences in rural and isolated regions and countries where women tend to be cut off from the main media channels.

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269. In its programme on major political, economic and social issues as well as on human interest stories, United Nations radio should include contributions and participation of women in all these areas. The present weekly radio programme on women should be continued through the Decade or longer as the need may be with adequate provision being made to adapt it in different languages and distribute it more extensively. Co-production agreements between United Nations visual service and local networks to expand the number of films on United Nations topics should include co-production with women producers in developing countries on films related to women's issues.

270. The United Nations should issue booklets, pamphlets and publications with periodic progress reports on Decade activities and encourage the exchange of information and experience between women in Member States through study visits and the distribution of publications. The United Nations Handbook on the New International Economic Order should include data and information on aspects of women's participation. The Development Forum and other publications should contain items related to the Decade. The United Nations information centres should improve their library materials on women and disseminate information on women more actively, especially in developing countries. Information on women should be on the agenda of the meeting of the UNIC directors for the duration of the Decade.

271. The United Nations and organizations of the United Nations system dealing with development should strengthen their information component relating to women in development and highlight the communication component of development projects. Well-documented and built-in communication components should be included in all development programmes or projects for the integration of women in development and more adequate evaluation of the uses of media in development support to spread knowledge and increase the possibility of transfer. The United Nations and organizations of the United Nations system should collect and disseminate information on training programmes in development communication with special reference to programmes for women.

272. Information including detailed bibliographies of studies and other materials produced by the United Nations and its specialized agencies on women in the development process should be widely distributed to member nations and appropriate private research organizations to facilitate access to such information.

E. Review and appraisal

273. The United Nations system should continue to carry out a comprehensive and critical biennial review and appraisal of progress achieved in implementing the provisions of the World Plan of Action and of the programme of the second half of the Decade. The central role in the carrying out of this review and appraisal should be played by the Commission on the Status of Women. The reporting system as well as the measures for dissemination of information should be designed for the effective use of the result of monitoring by all bodies concerned.

274. The Commission on the Status of Women and the Branch for the Advancement of Women should be strengthened by resetting priorities within existing budgetary

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resources. The integrated reporting system should be improved, as should the Commission's ability to consider communications and the capacity for publicizing its work.

275. With a view to achieving the full integration of women into the over-all development planning of the United Nations, the review and appraisal of progress made in implementing the World Plan of Action and the Programme of Action for the second half of the Decade should be part of the procedures for the review and appraisal of progress made in the implementation of international development strategy for the third United Nations Development Decade.

276. The specialized agencies and organizations of the United Nations system as well as other relevant intergovernmental and non-governmental organizations should consider the Plan of Action for the second half of the Decade and assist in its implementation.

277. The existing special mechanisms within the United Nations bodies and existing specialized agencies should be strengthened to implement the Plan of Action, to increase the incorporation of women's needs into all their programmes and activities and also to increase women's participation in and benefit from those programmes and activities.

278. The secretariats of all organizations within the United Nations system as well as of relevant intergovernmental and non-governmental organizations should amend their recruitment, training, promotion and remuneration policies as necessary in order to ensure equal treatment and status for men and women employed by the organizations whether as temporary, fixed-term or permanent employees or as consultants. Such organizations should, when requesting data on women's employment from member countries with a view to publication, provide and publish comparable data on the situation as regards women's employment within the organization concerned.

279. Guidelines should be established wherever they do not already exist for the study of programmes and projects in respect of their likely impact on women, and measures for monitoring and evaluating such programmes with respect to their benefits to women should be taken.

280. Co-ordination and co-operation among the specialized agencies and United Nations bodies should be effected by increasing use of the Inter-Agency Programme for the Decade of Women and of the Branch for the Advancement of Women.

281. The regional commissions in their periodic reviews and appraisals submitted to the Economic and Social Council should report fully on specific aspects of the situation of women in every sector of their development programmes based on replies to the questionnaire on the implementation of the World Plan of Action and the Programme of Action for the second half of the Decade. These should be supplemented by appraisals of specific sectors undertaken by the regional commissions and specialized agencies, reports of relevant regional meetings of the United Nations and other documents and independent research.

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282. Regional commissions should submit reports regularly to the Centre for Social Development and Humanitarian Affairs of the United Nations Secretariat on this programme as part of the over-all review and appraisal of the World Plan of Action. There should be a close co-ordination of the regional programmes for the advancement of women with United Nations Headquarters to ensure a better use of resources.

283. Regional commissions should ensure that the high-level regional intergovernmental and expert meetings which they periodically convene should include th their over-all periodic appraisal, an assessment of the situation of women as a fundamental prerequisite for planning action programmes to meet the objectives of the third development decade and the New International Economic Order.

284. Special efforts should be made by the United Nations and regional commissions to provide assistance to Member Governments which have difficulty in providing resources to complete the questionnaire and submit data required for review and appraisal.

VI. REGIONAL POLICIES AND PROGRAMMES

285. The international policies and programmes outlined above have clear application at the regional level and should also be regarded as regional priorities. In addition, the regional commissions in co-operation with the regional offices of the specialized agencies have specific responsibilities to provide assistance to Governments and non-governmental organizations for developing policies, strategies and programmes for the second half of the Decade in the light of the review and appraisal of progress achieved in the first half.

286. The strengthening of appropriate regional action programmes for women should be based on the development of co-operation between the countries of the region with the aim of promoting the principle of self-reliance. The formulation of regional policies and programmes is a multidimensional process requiring the adoption of action-oriented measures that are both bilateral and multilateral in scope and which require an increase in financial, technical and personnel resources to implement effectively regional programmes and priorities. To this end, regional commissions should adopt the following measures:

(a) Integrate the recommendations of this programme into the work programme of their respective sectoral units so that its implementation contributes to the development strategy of the third United Nations Development Decade;

(b) Promote fellowship and other special training programmes, particularly in the tertiary sectors which comprise the majority of the female labour force both in rural and urban areas, so that they can also improve and/or gain better occupational and socio-economic status;

(c) Strengthen the information and data collection systems with a view to providing better analysis of data on the situation and work of women, including, in particular, improved national, regional and subregional reviews of progress achieved in the implementation of this programme of action; and providing a basis for more effective advisory services to Governments regarding programmes for women;

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(d) Intensify their activities in promoting adequate national social infrastructure allowing women and men to discharge their dual role in the family and in society;

(e) Undertake "skilled womenpower" inventories at national, subregional and regional levels so that trained women can have equal opportunities to be recruited in jobs related to main areas of the development process at national, regional and international levels.

Institutional arrangements

287. Measures should be taken for:

(a) Strengthening the offices of the regional commissions by recruiting women for posts at a high level of decision-making and responsibility. Such posts should include those of programme officers provided for in regular budgets and not only from extrabudgetary sources, and charged with implementing the programmes for the second half of the Decade. The regional commissions should establish posts at a high level to co-ordinate and implement policies and programmes relating specifically to the status of women;

(b) The reinforcement of the regional centres for research and training.

UNITED
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Equality, Development and Peace

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RESOLUTIONS AND DECISION* adopted by the WORLD CONFERENCE OF THE UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

Part of future chapter I of the report of the
Conference to the General Assembly at its
thirty-fifth session

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* Resolutions and decision adopted by the Conference at its 19th, 20th and 21st plenary meetings on 29 and 30 July 1980.

The text reproduced in this document is provisional and is issued for the information of participants in the eleventh special session of the General Assembly.

The definitive version of the resolutions will be included in the report of the Conference to the Assembly at its thirty-fifth session (future document A/CONF.94/35). Full particulars of votes on specific resolutions and explanations of vote will be given in the Conference's report to the Assembly, which will also include an account of proceedings in the plenary Conference and its Committees, the text of the Programme of Action approved by the Conference (the provisional text of which is reproduced in A/CONF.94/34), a list of documents and other relevant matter.

RESOLUTIONS AND DECISION ADOPTED BY THE CONFERENCE

1. Family planning

Whereas women constitute half the population of the world but remain victims of sex discrimination, which is fundamentally unjust, an infringement of human rights and an offence against human dignity,

Whereas the International Conference on Human Rights held in Tehran in 1968 affirmed for men and women "the basic human right to decide freely and responsibly the number and spacing of their children",

Whereas the World Population Conference held at Bucharest in 1974 expanded this right to include access to information, education and means for women to determine their own fertility,

Whereas the World Plan of Action adopted at Mexico City in 1975 reaffirmed this right because it has a decisive impact on the ability of women to take advantage of educational and employment opportunities and to participate fully in community life as responsible citizens, and because of the well-recognized effects of family planning and child spacing on maternal and child health,

Whereas, despite these exhortations, millions of women throughout the world are still in need of family planning services, and

Whereas, inadequacies of Governments and societies to provide the family planning education and services desired by millions of women is one of the obstacles to the socio-economic development of their countries and the attainment of a better quality of life for their people,

Acknowledging that the International Conference of Parliamentarians on Population and Development held in Colombo in 1979 has recommended an annual target of one billion dollars in international assistance to be achieved by 1984,

Therefore, the World Conference of the United Nations Decade for Women: Equality, Development and Peace,

1. Calls upon Governments to take all appropriate measures, including legislative ones, within the framework of national policies, to provide information, education and means to enable women and men to exercise freely the right to determine their family size;

2. Recommends that contributing Governments should set aside an appropriate proportion of their resources for population programmes.

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2. Improving the situation of disabled women of all ages

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling Economic and Social Council resolution 1921 (LVIII) of 6 May 1975, requesting programmes for preventing disability and rehabilitating disabled persons,

Recalling General Assembly resolution 3447 (XXX) of 9 December 1975, proclaiming the Declaration on the Rights of Disabled Persons,

Recalling resolution 13 of the World Conference of the International Women's Year held in Mexico from 19 June to 2 July 1975 entitled "Social security and family security for women, including the elderly and the handicapped",

Recalling General Assembly resolution 31/123 of 16 December 1976, proclaiming the year 1981 "International Year of Disabled Persons",

Recalling the Declaration on Social Progress and Development approved by the General Assembly in its resolution 2542 (XXIV), especially its article 19 (d),

Recalling General Assembly resolution 34/154 of 17 December 1979 entitled "International Year of Disabled Persons", with the theme "full participation and equality",

Recalling the Commission on the Status of Women resolution 2 (XXVIII) of 4 March 1980, conveying concern over the situation of disabled women to the World Conference of the United Nations Decade for Women held in Copenhagen,

Noting with appreciation the activities of Governments, United Nations organizations, the specialized agencies, and non-governmental organizations in connexion with the International Year of Disabled Persons,

Bearing in mind the importance of co-ordinated activities at the international, regional and national levels for the purpose of programmes for disabled persons to prevent disability and for rehabilitation,

Recognizing that, while disabled women and men have the same right to enjoy a decent life, including general and vocational training and employment, disabled women of all ages encounter particular difficulties in developing their individual abilities and skills to the maximum, in becoming as self-reliant as possible and in participating fully in social life,

Bearing in mind that certain countries, at their present stage of development, can devote only limited efforts to this end,

1. Appeals to all women and men of the world to support and contribute to the success of the International Year of Disabled Persons 1981 and the implementation of the Plan of Action for the Year;

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2. *Requests* Governments, the United Nations and other concerned United Nations organizations, in order to ensure the implementation of the Plan of Action for the International Year of Disabled Persons (see document A/34/158), to give special attention to disabled women in order to promote their full participation and integration in all fields of normal life and to provide them with recreational activities;

3. *Requests* that programmes of all Member States of the United Nations for the International Year of Disabled Persons should explicitly take into consideration the special needs of disabled women of all ages for medical, social and vocational rehabilitation with the object of:

(a) Assuring the prevention of disability through education, particularly of parents so as to avoid disablement caused by genetic, congenital and accidental factors;

(b) Providing general, vocational and health education for disabled women, including adequate assistance, care and guidance;

(c) Enlarging the scale of vocational skills and training facilities in order to enable disabled women to perform jobs requiring qualifications, including non-traditional jobs;

(d) Providing conveniently situated training and employment facilities, wherever possible, in the proximity of the family's home, in order that parents may more easily arrange for the training of disabled children and that disabled women with family responsibilities can participate in such programmes and activities;

(e) Providing technical and financial support and social services to assist disabled persons in their domestic responsibilities and to enable disabled mothers to bring up their children;

(f) Acknowledging the special needs of women who have disabled children or provide full-time care for disabled relatives for appropriate support services, including relief programmes;

(g) Encouraging special attention to the particular problems of disabled women of all ages in study and research projects designed to facilitate their practical participation in daily life as well as in training and on the labour market;

(h) Facilitating the immigration and care of disabled refugees and disabled displaced persons;

(i) Encouraging and supporting research on appropriate technological aids needed by disabled women with the aim of making these aids available at low cost;

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4. Requests the specialized agencies, in particular the World Health Organization, the United Nations Educational, Scientific and Cultural Organization, the International Labour Organisation, the United Nations Industrial Development Organization, the High Commissioner for Refugees and other United Nations bodies and programmes concerned to take into consideration, in their activities and programmes, the needs of disabled women of all ages and the necessity to improve their situation through preventive and rehabilitative measures, and to co-ordinate their activities in this area;

5. Welcomes the efforts of non-governmental organizations, particularly those organizations of disabled persons themselves and their familites, and asks for public and financial assistance·

6. Decides that, in implementing the Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace, the needs of disabled women of all ages should be taken fully into account internationally, regionally and nationally;

7. Requests the Advisory Committee for the International Year of Disabled Persons in drafting the long-term World Programme of Action related to the Year, to take into account the special needs of disabled women of all ages.

3. Migrant women

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Affirming the need to establish international co-operation by resolving international problems of an economic, social, intellectual or humanitarian nature and by developing and encouraging human rights and fundamental freedom for all without distinction as to race, sex, language or religion,

Recalling the provisions of the Universal Declaration of Human Rights, the International Convention on the Elimination of All Forms of Racial Discrimination and the Convention on the Elimination of All Forms of Discrimination Against Women, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights,

Recognizing above all the economic and social contributions of migrant women workers as well as men to the economic and social rehabilitation and development of the host country,

Considering the Migrant Workers Convention, 1975, and the Recommendation concerning Migrant Workers, 1975, adopted by the General Conference of the International Labour Organisation,

Aware of the special problems which confront migrant women and which call for special attention in addressing the general problems of migrant workers,

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Expressing its deep concern at the fact that, despite the general effort made by the Member States of the United Nations, the regional intergovernmental organizations and the various agencies of the United Nations, migrant workers, and particularly women, are still not entitled in many countries to exercise their fundamental rights,

Recalling that the family is the natural and fundamental group unit of society and is entitled to protection by society and the State and that, in that context, the families of migrant workers - both men and women - are entitled to the same protection as the migrant workers themselves,

Noting with appreciation the efforts of the United Nations Educational, Scientific and Cultural Organization in the field of education of migrant workers and their families,

Bearing in mind the need for the Governments of host countries and of countries of origin to co-operate with a view to finding satisfactory solutions to the problems of migrant workers, and migrant women particularly, and taking note of the efforts being made to achieve that goal by many countries,

Having taken note of General Assembly resolution 34/172 of 17 December 1979 on measures to improve the situation and ensure the human rights and dignity of all migrant workers and their families,

1. Calls upon all States, taking into account the provisions of the relevant instruments adopted by the International Labour Organisation, of the International Convention on the Elimination of All Forms of Racial Discrimination, and of the Convention on the Elimination of All Forms of Discrimination Against Women, to take all necessary measures to prevent and put an end to all discrimination against migrants and to ensure the implementation of such measures:

2. Recommends that all States concerned should adopt the following principles as a basis for their action relating to migrant women:

(a) The Governments of host countries should devote particular attention to the problems of migrant women when defining and implementing the measures aimed at eliminating all discriminations between man and woman as regards their access to the labour market;

(b) All appropriate measures should be adopted for preventing any and all discrimination, also de facto, against migrant women in connexion with the conditions of their stay and employment;

(c) The Governments of host countries should guarantee to migrant women equal rights to accede to orientation, vocational training and permanent education courses: they should furthermore enable migrant women to benefit, to the same extent as national women workers, from the facilities for vocational qualification and retraining granted by the competent national bodies;

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(d) The Governments of host countries should promote, in co-operation with the countries of origin under bilateral agreements, all measures aimed at fostering the professional advancement of migrant women, should they change their type of employment in the host country and their reintegration upon their return to their country of origin;

(e) Should medical examinations be required as a precondition for entering the country or the employment market, the host country shall ensure that such medical examinations do not discriminate against women and do not affect their dignity;

(f) Both the countries of origin and the host countries should, through close co-operation between them, provide to migrant women, in a language understandable to them, both before their departure and during their stay, the necessary information on the living and labour conditions in the host country, as well as on the rights and obligations provided for in the national legislation and on the legal and administrative procedures offering the best protection of their rights;

(g) The Governments of host countries should ensure full equality of access for migrants and nationals to health and social services and should furthermore encourage the development of a social service network capable of concretely assisting migrant women to adapt to the local social environment;

(h) Within this framework, the Governments of host countries should facilitate the access of migrant women to the services and facilities granted to unmarried mothers on a basis of full equality with their nationals;

(i) In particular, the host countries should create reception centres, wherever they are necessary and in relation to the size of the communities of migrants, and should provide them with the necessary means for meeting the needs of migrant women;

(j) The Governments of host countries should adopt all necessary measures to enable in their territories a normal family life for migrant workers, men and women, by reuniting families;

(k) The Governments of host countries should ensure to migrants full equality both with their nationals and between men and women, as regards access to social dwellings and to facilitaties for buying a home, in conformity with the laws of the host country;

(l) The Governments of host countries should promote the cultural development of migrant women and their communication with the social environment of the host country, above all through the teaching of the local language in order that they should be able to overcome the particular problems confronting them, and these Governments should make a particular effort to enable migrant workers, both men and women, to meet their educational responsibilities with respect to their children in a different living environment;

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(m) The Governments of host countries and of the countries of origin should co-operate and adopt the necessary measures for maintaining the social, cultural and linguistic ties between migrant women and their families and their country of origin, also with a view to facilitate their reintegration if they should return to their home country

(n) Within the framework of the measures aimed at protecting the rights of women, the Governments of host countries should actively endeavour to prevent and prosecute all violations of the rights of all migrant women without exception, also as regards violence, exploitation and ill-treatment to which they may be particularly exposed;

(o) All States should give the maximum possible publicity, also through the mass media, to all information aimed at promoting an increased awareness and a better understanding of the specific problems of migrant women, in pursuance of the principles contained in this resolution;

(p) The Governments of host countries should adopt, also in co-operation with the countries of origin, all necessary measures for contributing to an improved protection of migrants from the exploitation connected with illegal migration, whose consequences affect particularly migrant women, taking into account namely the provisions contained in the International Labour Organisation Convention No. 143 and relevant international instruments of the ILO on the protection of migrant workers;

3. Further recommends, with a view to promoting the implementation of the above principles, that the Working Group to be established by the General Assembly at its thirty-fifth session to elaborate a draft convention on the protection of the rights of migrant workers and their families, should devote particular attention to the problems of migrant women.

4. Elderly women and economic security

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recognizing that in many societies, because of longer life expectancy, elderly women are a fast growing segment of national populations,

Considering that in many States Members of the United Nations this phenomenon has not been dealt with comprehensively,

Taking into account the value and worth of the elderly populations of the world and concerned by reports of neglect and denial of basic economic security for the expanding elderly population of the world, including women,

Recalling the spirit of resolution 13, "Social security and family security for women", including the elderly and handicapped, that was adopted by the World Conference of the International Women's Year in Mexico City in 1975,

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Recalling General Assembly resolution 34/153 of 17 December 1979 calling for a World Assembly on the Elderly in 1982 and the request that the Secretary-General and relevant agencies collect data on the elderly,

Recalling the conclusions of the study prepared for the Secretariat concerning women and international conferences (A/CONF.94/19 and Corr.1 and 2) that were discussed at this Conference,

1. Requests States Members of the United Nations to ensure that women are included in the planning process for and are appointed as members of their delegations to the World Assembly on the Elderly in 1982;

2. Requests Member States and the Secretary-General of the United Nations to pay, in proceedings of the said World Assembly, special attention to the problems that elderly women face in their societies;

3. Requests the Secretary-General, in collecting data on the situation of the aging as called for in General Assembly resolution 34/153 to incorporate specifically, data on elderly women;

4. Further requests the Secretary-General, in co-operation with the relevant international agencies, to prepare a comparative study on the availability of social and economic security for elderly women and their need for a minimum standard of social security;

5. Requests that these data should be submitted to Member States participating in the World Conference of the United Nations Decade for Women, to the World Assembly on the Elderly, to the Commission on the Status of Women at its twenty-ninth session, with a view to recommending necessary action related to the plight of elderly women throughout the world.

5. Battered women and violence in the family

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling paragraph 131 of the World Plan of Action for the Implementation of the Objectives of the International Women's Year in section F concerning the family in modern society,

Considering that violence in the home and in the family as well as in institutions, and in particular physical, sexual and other forms of abuse of women, children and the elderly constitutes an intolerable offence to the dignity of human beings as well as a grave problem for the physical and mental health of the family as well as for society,

Recognizing that domestic violence is a complex problem for which the causes vary, but whose contributing factors include geographic or social isolation, financial difficulties, irregular employment, alcohol or drug abuse and low self-esteem, Recognizing that long-held attitudes that diminish the value of women have resulted in virtual immunity from prosecution of persons who commit acts of violence against members of their families and against women in the care of institutions,

Believing also that improved communication among and within Member States of the United Nations has drawn increasing attention to this serious problem,

Aware that battering of family members must be recognized as a problem of serious social consequences that perpetuates itself from one generation to the next,

1. Requests the Secretary-General of the United Nations, in co-operation with all the relevant organizations of the United Nations system, to prepare a study on the extent and types of physical, sexual and other forms of abuse in families and institutions and on existing resources available for dealing with this problem;

2. Recommends that the Secretary-General of the United Nations should submit this study to the twenty-ninth session of the Commission on the Status of Women for consideration of appropriate further action;

3. Further urges Member States to consider, where appropriate, establishing family courts, staffed wherever possible with personnel, including women, trained in law and in various other relevant disciplines, as well as those with special expertise and experience·

4. Urges Member States to adopt measures to protect the victims of family violence and to implement programmes whose aims are to prevent such abuse as well as to provide centres for the treatment, shelter, and counselling of victims of violence and sexual assault and to provide other services such as alcohol and drug abuse rehabilitation, housing, employment, child care, and health care.

6. Review and evaluation of progress made in the implementation of the World Plan of Action at the national level

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Noting that for the Conference the Secretary-General had prepared under agenda item 8 (a) extensive reports, which were presented as official Conference documents (A/CONF.94/30, A/CONF.94/8/Rev.1, A/CONF.94/9, A/CONF.94/10, A/CONF.94/11 A/CONF.94/13 and A/CONF.94/25 with addenda and corrigenda),

Recognizing the valuable work done by the Secretary-General of the Conference in preparing these reports, based on the replies of 93 Governments to the questionnaire on the implementation of the World Plan of Action, as well as on other relevant information,

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Having noted that documents A/CONF.94/11 and Add.1 and Add.1/Corr.1 and 2 do not contain information on existing national machinery and legislation in a number of States Members,

Considering that these reports are a useful source to everyone interested in the situation and status of women at the mid-point of the Decade and also serve as baseline data for evaluating the progress during the second part of the Decade,

1. Invites delegations of countries which have not so far provided information on their national machinery and legislation to do so by 31 August 1980;

2. Recommends that the Secretary-General should seek to ensure that the documents on review and evaluation of the progress achieved in the implementation of the World Plan of Action at the national level, including the statistical annex, are published in a single document as soon as feasible after the Conference in a form easily accessible to the largest possible number of persons.

7. The role of women in the preparation of societies for life in peace

The World Conference of the United Nations Decade for Women, 1980,

Proceeding from the lofty purposes and principles of the Charter of the United Nations,

Reiterating the validity of the Mexico World Plan of Action for the Implementation of the Objectives of the International Women's Year, 1/

Recalling the Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, 1975, 2/

Welcoming the United Nations Declaration on the Preparation of Societies for Life in Peace 3/ as consonant with the guiding theme of the Conference: "Equality, Development and Peace",

Recognizing that peace among nations is humankind's paramount value, held in the highest esteem by all principal political, social and religious movements,

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1/ Report of the World Conference of the International Women's Year, United Nations publication, Sales No. E.76.IV.1.

2/ Ibid.

3/ General Assembly resolution 33/73 of 15 December 1978.

/...

Convinced that every nation and every human being, regardless of race, conscience, language or sex, has the inherent right to life in peace and that respect for that right, as well as for the other human rights, is in the common interest of all humankind and an indispensable condition of the advancement of all nations, large and small, in all fields,

Reaffirming the increasingly important role of women as agents of national and international political, social and economic changes in building more just national societies, and in the struggle for fundamental national rights and self-determination of peoples and against wars of aggression, in strengthening peace. détente and security, enhancing disarmament and establishing a new international economic order,

Convinced that colonialism, racism, apartheid, alien domination, racial discrimination, acquisition of land by force, foreign occupation, the armaments race and prejudices of all kinds impede the active participation of women in all fields of human endeavour,

Recognizing the efforts of women as individuals and in groups towards the promotion of friendly relations among nations, international co-operation and the attainment of international peace, as well as their great role, to be played at all levels, in educating, training, advocating and decision-making for peace,

Encouraging more active participation by women in international governmental and non-governmental organizations working for the strengthening of international peace and co-operation,

Noting the importance of the mass communication media and the schooling systems in determining the attitudes and values of the community, as well as their great potential as a vehicle for social change which can exercise a significant influence in helping to remove prejudices and stereotypes, thereby accelerating the acceptance of women's expanding role in society and promoting equality,

Believing that the family, as a basic unit of society, remains an important factor of social, political and cultural change,

1. States that peace is a precondition of life and survival and that the preparation of societies for life in peace calls for a special kind of education, the ultimate goal of which is to bring about a situation in which all the future generations will live in lasting peace and in their attitudes towards other nations will not have to overcome the legacies of ignorance and prejudice of the past epochs;

2. Considers that one of the tasks of States and international organizations in their endeavour to make the world involvement of women in all spheres meaningful is to pursue disarmament efforts, eliminate economic inequality, discrimination and exploitation, aggressive wars, colonialism, neo-colonialism, racism, apartheid, mass and flagrant violations of human rights and fundamental freedoms which contradict the purposes and principles of the Charter of the United Nations and the very notion of the preparation of societies for life in peace:

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3. Recognizes that impeding the economic, social and political participation of women is contrary to the ideals of the preparation of societies for life in peace;

4. Stresses that preparation for peace starts with and in the family where women and men should be encouraged to instill in their children the values of mutual respect and understanding for all peoples, tolerance, racial equality, sexual equality, the right of every nation to self-determination and the desire to maintain international co-operation, peace and security in the world;

5. Appeals to all women, including in particular those involved in the public and political life of their respective countries, to make every effort to discourage and eliminate incitement to racial hatred, prejudice, national or other discrimination, injustice or advocacy of violence and war:

6. Appeals also to women artists, writers, journalists, educators and civic leaders to act perseveringly and consistently with a view to implementing the noble ideas of preparing societies for life in peace, an important part of which is elimination of the bias and stereotypes prevailing in different quarters inter alia by the revision of textbooks and school curricula and the adaptation of teaching methods;

7. Calls upon all States, in a concerted effort, with due regard for the constitutional rights and the role of the family, the institutions and organizations concerned:

(a) To provide women with new opportunities to become more closely involved, both on a national and international plane, in the process of preparing societies for life in peace;

(b) To ensure that their relevant policies, including educational processes and teaching methods as well as information activities, incorporate contents compatible with the task of the preparation for peace of entire societies and, in particular, the young generations;

(c) To develop various forms of bilateral and multilateral co-operation, also in international governmental and non-governmental organizations, with a view to enhancing the preparation of societies for life in peace;

(d) To utilize to the fullest the media channels in continuing the educational process of goodwill and understanding among all peoples;

8. Urges all Governments, national and international organizations, both governmental and non-governmental, the mass media, educational bodies and all individuals concerned, to strengthen their efforts to distribute information on women and their contribution to the promotion of the processes of preparing societies for life in peace;

9. Invites the Secretary-General of the United Nations to take due account in his report to the General Assembly, under resolution 33/73, of women's contribution

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to the implementation of the Declaration on the Preparation of Societies for Life in Peace.

8. Gathering of data concerning women through census questionnaires

The World Conference of the United Nations Decade for Women,

Considering that one of the obstacles encountered in the majority of countries in the first five-year period was the difficulty of completing appraisal questionnaires,

Considering also that this difficulty has arisen because statistics concerning women are unavailable except in so far as women form part of family units,

Considering further that census and survey forms do not contain the necessary breakdown of data for evaluating the progress made by women towards development,

Decides to suggest to Governments and, through the Secretary-General of the United Nations, to international organizations that are co-operating in the formulation of generally accepted rules for the taking of censuses and surveys, that they should review and revise the forms and questionnaires so as to provide separate data on women that can be used for measuring their progress towards integration in development.

9. Intensification of drought control in the Sahel

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering that, in Africa, the phenomenon of desertification and the encroachment of the Sahel are permanent threats to the countries south of the Sahara,

Considering also that, because of the resulting drought, living conditions are becoming steadily worse and, thus, damaging the health of, and demoralizing, the populations of these regions,

Considering further that, in such circumstances, women are the first to suffer from unemployment, migration and the abandonment of their families, for whom they become solely responsible, although they do not have the means or education necessary for their care.

Convinced that, in such a social and economic context, there can be no progress in the advancement of women in terms of the minimum objectives of the United Nations Decade for Women: Equality, Development and Peace,

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Having regard to resolution CM/RES.808 (XXXV), which was adopted by the summit meeting of the Organization of African Unity held at Freetown (Sierra Leone) from 18 to 28 June 1980 and which called for increased assistance to the African countries suffering the effects of drought, desertification and other natural disasters,

1. Decides to request the United Nations and its specialized agencies to intensify their efforts to combat desertification and drought in the Sahel·

2. Suggests that this aim should be pursued not by the establishment of new bodies, but, rather, by providing the existing regional bodies engaged in this work, such as the Permanent Inter-State Committee on Drought Control in the Sahel and the United Nations Sahelian Office, with additional technical and material resources.

10. Assistance to Lebanese women

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Proceeding from the objectives of the United Nations Decade for Women: Equality, Development and Peace and considering the international co-operation necessary to achieve these objectives,

Conscious of the problems of destruction, displacement, economic stagnation and social and family dispersion suffered by Lebanon during the last five years,

Recalling Security Council and General Assembly resolutions and, in particular, Security Council resolution 425 concerning the repeated Israeli attacks against southern Lebanon,

Emphasizing that the effects of such problems on the deteriorating living conditions, including job opportunities, health services and educational conditions, were and still are felt more deeply by Lebanese women in general and by women in southern Lebanon in particular,

Having regard to the recommendation concerning assistance to Lebanese women in general and women in southern Lebanon in particular 1/ which was adopted by the Regional Preparatory Meeting of the Economic Commission for Western Asia, held at Damascus from 10 to 13 December 1979, and which is included in its report to the World Conference,

Urges the United Nations and its specialized agencies to give the necessary attention to the needs of Lebanese women in general and women in southern Lebanon in particular, to study means of meeting those needs and to provide financial, material and technical assistance from various international sources.

1/ A/CONF.94/18, sect. III, para. 3 (e).

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11. Women's participation in the strengthening of international peace and security and in the struggle against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Reaffirming the objectives of the United Nations Decade for Women, i.e., equality, development and peace, the 1975 Mexico Declaration, the World Plan of Action and other relevant decisions adopted at the World Conference of the International Women's Year, held at Mexico City,

Taking into account that secure peace and social progress, the establishment of a new international economic order as well as the full enjoyment of human rights and fundamental freedoms require the active participation of women, their equality and development,

Recalling General Assembly resolution 34/158 of 17 December 1979 and Economic and Social Council resolution 1980/36 of 2 May 1980 concerning the question of elaborating a draft declaration on the participation of women in the struggle for the strengthening of international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination,

Taking into account the views expressed by the Commission on the Status of Women at its twenty-eighth session,

Requests the General Assembly, in conformity with Economic and Social resolution 1980/36 of 2 May 1980 to further at its thirty-fifth session the elaboration of a draft declaration on the participation of women in the struggle for the strengthening of international peace and security, against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination on the basis of the views and proposals contained in the Secretary-General's report (E/CN.6/626 and Add.1) concerning the nature and the content of such a draft declaration.

12. The situation of women refugees and displaced women the world over

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Noting the report of the United Nations High Commissioner for Refugees (A/CONF.94/24),

Recognizing that the problems of refugees and displaced persons affect every continent and place special burdens on developing countries,

Aware that the substantial majority of refugees in most areas are women and children,

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Bearing in mind that displaced and refugee women suffer more radical changes in roles and status than refugee men,

Recalling the special requirements of women refugees, especially pregnant and lactating women, women with small children and women as heads of families and households,

Deeply concerned that existing assistance to refugees and displaced persons does not adequately address the special needs of refugee women and children,

Aware of the effects of separation or death on refugee families, especially refugee women and children,

Shocked by reports of physical abuse of refugee women and girls,

Recalling the principles of the Convention and Protocol Relating to the Status of Refugees and mindful of the need to apply them to refugees wherever they find themselves, without discrimination as to sex, race, age, religion or country of origin,

1. Urges all States to recognize their responsibilities and to share the burden of refugee assistance, whether in providing first asylum, permanent resettlement opportunities or financial support;

2. Strongly urges all States to co-operate with the United Nations High Commissioner for Refugees in order to assure full implementation of his mandate to protect women and children in particular, and further strongly urges States receiving refugees to protect their well-being and legal rights under international law and national legislation;

3. Strongly urges Governments to bring to justice those who abuse refugee women and children, and to take every possible step to prevent such abuses·

4. Urges the Office of the United Nations High Commissioner for Refugees, in co-operation with other concerned United Nations agencies and international and non-governmental organizations, to establish the programmes necessary for dealing with the special needs of displaced and refugee women, especially in the areas of health, education and employment;

5. Recommends that the Office of the UNHCR, in collaboration with other organizations within the United Nations system, should establish special health and nutritional programmes, particularly for pregnant and lactating women;

6. Requests that family planning information and methods should be available on a voluntary and nationally acceptable basis to both refugee men and women;

7. Urges the Office of the UNHCR to work with host-country Governments to encourage the participation of women in the administration of refugee humanitarian assistance programmes, including distribution of food and other supplies in first asylum countries and in the design and management of vocational training and orientation programmes in first-asylum and resettlement countries;

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8. Urges the Office of the UNHCR, in co-operation with other United Nations and non-governmental agencies and the States concerned, to develop and implement programmes of resettlement and family reunification, including special programmes for reuniting unaccompanied children with their families;

9. Calls upon the organizations of the United Nations system, and the UNHCR in particular, to give high priority in their public information activities to the need to address the special requirements of displaced and refugee women and children the world over;

10. Recommends that the Office of the UNHCR should increase the number of women at all levels of its staff, and establish a high-level position for a co-ordinator for women's programmes. In addition to ensuring that refugee programmes meet the needs of displaced and refugee women and children, this Office should co-ordinate the collection and analysis of data and conduct case studies on women refugees.

13. The situation of displaced and refugee women the world over

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Noting the report of the United Nations High Commissioner for Refugees (A/CONF.94/24),

Noting also with great concern that more and more refugees and displaced persons are being forced to leave their countries and that women and children constitute a vast majority in most cases,

Saddened to note that the influx of refugee women and children and displaced women has been increased by foreign aggression, racism, oppression, apartheid, colonialism, neo-colonialism, the use of inhumane weapons and methods of war and by indiscriminate hostilities,

Recognizing that the particular needs of displaced and refugee women, as mothers, emergent heads of single parent families and in the context of many societies, require a constructive recognition by all parties to their relief, repatriation and rehabilitation,

Aware that this recognition has not yet been accorded or acted upon because of the change in the pattern of refugee movements and the lack of studies for analysis,

Recognizing also the particular vulnerability of displaced and refugee women to intimidation, exploitation, physical abuse and rape,

Shocked by reports of physical abuse and rape of refugee women and girls,

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Recognizing that voluntary repatriation in safe and honourable conditions is the best and most humane solution to the problem of refugees,

Aware that because displaced and refugee women now are to be found in developing countries in South-East Asia, South Asia, the Middle East, Africa and Latin America, an excessively heavy burden is placed on the economies and the infrastructure of these developing countries,

Recognizing that these countries cannot by themselves bear the cost of providing adequate shelter, nutrition, health care, education and employment opportunities,

Noting with appreciation the role played by the voluntary humanitarian organizations, the United Nations system and in particular the United Nations High Commissioner for Refugees, the World Food Programme and UNICEF in rendering assistance to the best of their limited resources,

Noting also with appreciation the humanitarian aid extended both bilaterally and through the United Nations system by many Member States,

1. Condemns foreign aggression, racism, oppression, apartheid, colonialism, neo-colonialism and the use of inhumane weapons and methods of war, calls for a cessation of their use and for efforts to ensure that women and children are not the target of indiscriminate hostilities;

2. Calls upon all States to implement fully and immediately the relevant United Nations resolutions relating to the solution of various international situations which have given rise to the problem of refugees and by so complying to create conditions enabling the refugees to return to their homes in safety and in honour;

3. Urges all States to extend at the regional and international level, through bilateral and international channels, all possible humanitarian assistance to ensure that the needs and interests of refugees in general and in particular of the majority constituted by women and children refugees are adequately safeguarded;

4. Demands that Governments bring to justice those who abuse refugee women and children and take every possible step to protect them by preventing such atrocities;

5. Urges the Office of the UNHCR, bearing in mind its overriding commitment to ensure the survival of all refugees, to draw upon the expertise of all concerned United Nations bodies and, in consultation with the host countries, to carry out detailed studies and research leading to special programmes dealing with all facets of the relief effort which should be especially directed to the critical needs of displaced and refugee women;

6. Recommends that the UNHCR and other United Nations agencies concerned with relief efforts should ensure that the number of women at all levels in their staff, from policy planning to implementation in the field, are increased and equitably distributed.

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14. Integrated approach to the health and welfare of women

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Bearing in mind that one major aspect of the World Plan of Action for the United Nations Decade for Women (1976-1985) concerns the improvement of health, nutrition and other social services for women which are essential to the full participation of women in development activities, to the strengthening of family life, and to a general enhancement of the quality of life,

Reaffirming the relevant resolutions adopted at the World Conference of the International Women's Year, 1975, in particular resolution 15 entitled "Family planning and the full integration of women in development",

Recalling that the United Nations Water Conference of 1977 set as a target the provision of an adequate supply of safe drinking water and sanitary conditions for all people by 1990, and further declared the 1980s as the International Drinking Water Supply and Sanitation Decade,

Recalling also that the Declaration of Alma Ata adopted in 1978 states that primary health care is the key to the attainment of the world target of an acceptable level of health by the year 2000 that will enable all people to lead socially and economically productive lives,

Bearing in mind the need for equitable sharing of responsibilities between men and women in improving family health and welfare,

Recognizing that improved family health and welfare will, in turn, greatly enhance the opportunities for women to participate fully in the social and economic development of their countries,

Being concerned, however, that the progress so far achieved in these respects is still far from sufficient in many countries, particularly in under-served rural and urban areas,

1. *Urges* all Governments of the countries that have not yet done so to recognize the necessity to review, improve and co-ordinate all the programmes of action for the attainment of health and welfare of women;

2. *Recommends* that Governments should seriously consider formulating and implementing the necessary concrete measures to meet the specific requirements of women, including better access to education and training, the supply of safe drinking water, public health services and nutrition programmes;

3. *Further recommends* that Governments of the countries that have not yet done so should develop, in accordance with their national plans and policies, integrated programmes of family health and welfare, consisting of policies and measures relating to nutrition, environmental hygiene and sanitation, maternal and child health care, prenatal care and family planning, including provision for

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women and men to exercise their right to decide how many children they will have and the timing and spacing of their children's births. These integrated programmes should be incorporated as appropriate in the national plans of action;

4. Urges the organizations of the United Nations system, Governments and non-governmental organizations, to continue and intensify co-ordinated efforts to promote all such integrated programmes.

15. International Center for Public Enterprises in Developing Countries (ICPE)

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering the growing role of the public sector which is becoming in some developing countries an ever more important factor of economic and social development, and a very significant device for co-operation among developing countries,

Considering also the role and position of women as a factor in development and the responsibilities of public enterprises for improving the situation of women,

Recalling the efforts of the International Center for Public Enterprises in Developing Countries, as a joint institution of developing countries, in the field of management policies, education and training of personnel, planning in public enterprises, financing, participation, transfer and development of technology, and development policies of the public sector in general and public enterprises in particular, in the framework of which the subject of the role and position of women as a factor of development has been integrated,

Stressing the importance of research which is oriented towards practical action for the integration of women in development,

1. Emphasizes the importance of co-operation among developing countries through the Center as an institutional form of technical and economic co-operation among developing countries, especially in furthering the advancement of the role and position of women as a factor of development in public enterprises in developing countries;

2. Requests the organizations and agencies of the United Nations system to continue to co-operate in the activities of the Center, especially in the implementation of the programme of the Center concerning women as a factor of development and the responsibilities of public enterprises in this regard;

3. Urges developed countries which have an interest in the subject of the management of public enterprises or which carry on activities in this regard to continue to co-operate with the International Center for Public Enterprises in Developing Countries also on this particular subject.

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16. International Conference on Sanctions against South Africa

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Referring to General Assembly resolution 34/93 C concerning the International Conference on Sanctions against South Africa,

Gravely concerned over the status of women in southern Africa,

1. Urges that the proposed International Conference on Sanctions against South Africa should be held as soon as possible with a view to having economic and other sanctions against South Africa, under Chapter VII of the Charter, applied universally;

2. Considers it important that the said International Conference should pay special attention to the grave situation of women and children under the apartheid policy of the Pretoria régime.

17. International legislation to prevent the abandonment of families

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recognizing that freedom to move easily from one country to another in steady migration flows brings about considerable changes in the organization of society and, consequently, in the family,

Noting that, in many cases, such migration leads to the abandonment of families and directly affects women by forcing them to assume the responsibility of supporting their households,

Aware of the serious problems caused by such migration, which leads to the abandonment of minor children, who are left defenceless,

Bearing in mind that the majority of women do not have the necessary financial resources to appeal to foreign courts in order to claim their rights,

Decides to urge Governments to take the necessary measures, by concluding bilateral and multilateral agreements, to ensure that alimony will be paid to the abandoned wife in accordance with procedures decided upon by the Governments parties to the agreements.

18. Situation of women in Chile

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling the Universal Declaration of Human Rights, of 10 December 1948, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, all of which raise the fundamental human rights to the category of principles adopted by international law,

Further recalling resolution 34 of the World Conference of the International Women's Year, 1975,

Noting that all Governments have an obligation to respect and promote human rights in accordance with the responsibilities they have undertaken under various international instruments,

Bearing in mind General Assembly resolution 34/179 of 17 December 1979, as well as resolution 21 (XXXVI) of the Commission on Human Rights of 29 February 1980, with regard to the violations of human rights in Chile, which, *inter alia*, noted with deep concern the conclusion of the Special Rapporteur that, in general, the situation of human rights has not improved and that it even has deteriorated in several spheres,

Deeply concerned to note that the whereabouts of many persons who have disappeared in Chile since 1973 because of repression for political reasons remain unknown, notwithstanding the fact that the international community has urged the Chilean authorities to put an end to this situation and to punish the guilty people,

Also concerned with the violations of human rights to which women are subjected in Chile and particularly the degrading conditions to which imprisoned and convicted women are subjected,

Observing also that Chilean women are denied the most elementary rights, as was made evident by the aggressive acts carried out against them in Santiago de Chile on 8 March 1980 on the occasion of the celebration of International Women's Day,

1. Strongly urges the authorities of Chile to respect and promote human rights in accordance with the obligations they have undertaken under various international instruments;

2. Reiterates the views expressed in the aforesaid resolution 34/174 and specially its deep concern about the violations of human rights to which women in Chile are subjected, in particular the degrading and humiliating conditions of imprisoned and convicted women;

3. Urges the Chilean authorities to investigate and clarify the fate of persons reported to have disappeared for political reasons, to inform relatives of the outcome and to institute criminal proceedings against those responsible for such disappearances and to punish those found guilty;

4. Appeals to the Chilean authorities to allow women to exercise their rights fully, in particular the right to carry on their struggle for equality, development and peace as well as to show themselves in favour of solidarity;

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5. Invites the General Assembly to continue to pay careful attention to the situation of human rights in Chile and, through the Special Rapporteur, to observe developments in Chile, in particular those concerning the situation of women and children in that country.

19. Situation of women in El Salvador

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Bearing in mind the principles embodied in the United Nations Charter and the Universal Declaration of Human Rights,

Bearing in mind, in particular, Article 62, paragraph 2, of the United Nations Charter,

Considering that the serious violations of human rights and fundamental freedoms which have taken place in El Salvador as a result of attempts to curb popular unrest have led to the deaths of thousands of persons, including women and children,

Convinced that the extremely serious events taking place in that country are creating a climate of insecurity and that the civilian population and, in particular, women and children lack the most basic guarantees,

Deeply shocked by reports of the degrading and humiliating conditions to which women and children are being subjected and by the practice of harassing the families of persons who are being sought with a view to forcing the latter to give themselves up,

Deeply concerned about the danger faced by a large number of detainees, including women, who do not know what their fate will be,

Considering that any international assistance which encourages the arms race and involves the sending of military equipment and advisers to El Salvador aggravates the injustices and repression to which the people of that country are being subjected as they struggle to ensure respect for their most fundamental human rights,

1. Expresses deep concern about the serious situation of human rights and fundamental freedoms in El Salvador;

2. Urges the Salvadorian authorities to adopt the necessary measures to guarantee full respect for human rights and fundamental freedoms in that country;

3. Condemns the murder, rape and repression of women and children in El Salvador;

4. Urges the Salvadorian authorities to provide information on the

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situation of persons who have disappeared and, in particular, that of women detained for political reasons:

5. Requests the General Assembly at its thirty-fifth session to consider violations of human rights in El Salvador and to adopt measures that will quickly lead to the restoration of human rights and fundamental freedoms in that country.

20. Control of illicit traffic in drugs

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Mindful of the legal action now being taken to control the illicit drug traffic,

Aware of the serious effects which the production and marketing of drugs is having on large sectors of the female population and on young people and children,

Convinced that, until now, Governments, international organizations and groups of individuals have had limited success in their efforts to control this traffic, which is harmful to the health of peoples and the security of States and encourages the proliferation of social evils in the most noble sector of society,

1. Calls on Member States to intensify their efforts to control illicit traffic in drugs by means of stringent legal measures at the national level, taking into account the need for the rehabilitation of drug addicts and for increased co-operation at the international level;

2. Invites the Governments of countries where such measures do not yet exist to exercise strict control on the cultivation of narcotic plants and on the manufacture of synthetic drugs.

21. Strengthening the women's programmes and appointment of women in the Secretariat of the regional commissions and agencies of the United Nations

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling General Assembly resolution 3520 (XXX) of 15 December 1975, which emphasized the importance of regular review and appraisals of the progress made in meeting the goals of the World Plan of Action for the Implementation of the Objectives of the International Women's Year,

Recalling also the Declaration by the General Assembly of the period 1976-1985 as the United Nations Decade for Women: Equality, Development and Peace,

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Recalling also General Assembly resolution 3524 (XXX) of 15 December 1975, which recommended that all organs of the United Nations system as well as the specialized agencies should give sustained attention to the integration of women in the formulation, design and implementation of development projects and programmes,

Taking account of the efforts made by the regional commissions to promote programmes, and aware of the scope of the programmes undertaken and the limitations imposed on the regional commissions by the lack of sufficient funds and staff,

1. Urges the General Assembly to provide from the regular budget of the United Nations increased financial resources for programmes and personnel, including senior women programme officers currently supported by the Voluntary Fund, necessary for the effective implementation of the Programme of Action and resolutions adopted by the Copenhagen Conference;

2. Requests the Secretary-General, as an interim measure, to explore the possibility of redeploying vacant posts within the regional commissions to the women's programmes should resources not be readily available to permit the establishment of the required new posts;

3. Also urges the Secretary-General of the United Nations and the executive heads of United Nations organizations and specialized agencies to appoint more women to regular posts in their organizations, in particular in policy and decision-making positions at the regional level including the United Nations regional commissions and the regional offices of UNDP, ILO, UNESCO, WHO, FAO and UNICEF in accordance with General Assembly resolution 33/143 of 23 December 1978, which requested that the necessary measures should be taken to increase the number of women in regular posts throughout the United Nations system.

22. Co-ordination of issues relating to the status of women within the United Nations system

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering the need to strengthen the capacity of United Nations bodies to promote the status of women, particularly for the United Nations Decade for Women and the Programme of Action for the second half of the Decade in implementation of thw World Plan of Action,

Recognizing the roles of the Commission on the Status of Women, and also the Centre for Social Development and Humanitarian Affairs, the International Research and Training Institute for the Advancement of Women and the Voluntary Fund for the United Nations Decade for Women,

Emphasizing the importance of the roles of the specialized agencies and organizations and the regional commissions and other United Nations bodies in

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implementing the Programme of Action for the Second Half of the United Nations Decade for Women,

Emphasizing that the concerns of women should be an integral part of the consideration of all issues, policies and programmes in all spheres of United Nations activity,

Recognizing the need for a new approach to the co-ordination of the diverse efforts of all these agencies and the United Nations bodies and for a reordering of priorities within current budgetary allocations in order to further efforts to raise the status of women,

Calls on the Secretary-General and Heads of specialized agencies and organizations severally and within the Administrative Committee on Co-ordination to consider the implications for organizations within the United Nations system of the Programme of Action adopted at the 1980 Conference of the United Nations Decade for Women: Equality, Development and Peace and requests the Secretary-General to report to the thirty-fifth session of the General Assembly on what arrangements should be made to implement the Programme and to ensure efficient co-ordination, monitoring and evaluation of implementation.

23. Question of missing and disappeared persons

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Bearing in mind the Universal Declaration of Human Rights and the International Covenants on Human Rights and the Convention on the Elimination of all Forms of Discrimination against Women,

Taking into account the Commission on Human Rights resolution 20 (XXXVI) by which a Working Group was established to examine questions relevant to enforced or involuntary disappearances of persons,

Gravely concerned at the increasing number of missing and disappeared persons, including women and children,

Stressing that women and children are affected both as direct victims and as relatives of victims,

1. Calls upon all Governments to take whatever measures may be necessary in response to any reliable evidence of the disappearance of a person, including:

(a) Measures to prevent such disappearances;

(b) The provision upon request of all information at their disposal relating to such disappearances;

(c) All legal, material and other assistance towards alleviating the situation of relatives and protect them against persecution and harassment;

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2. Requests all Governments to take the necessary measures to ensure security for all in order to prevent the disappearance of persons;

3. Urges the Commission on Human Rights to give full effect to its mandate, thus contributing to the solution of the problem of disappeared persons;

4. Draws the attention of the Working Group of the Commission on Human Rights to the effects on women, both as direct victims and as relatives of victims;

5. Appeals to all Governments to co-operate with the Commission on Human Rights' Working Group;

6. Requests the Secretary-General to transmit this resolution to the Working Group at its next meeting and to the Commission on Human Rights at its thirty-seventh session.

24. Women in the United Nations Secretariat

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering that the realization of the goals of equality, development and peace require the full participation of women in both the formulation of policy and the implementation of programmes at all levels of activity of the United Nations and of the Member States, and recognizing that the United Nations cannot lead in this quest for the full participation of women unless it provides a model for such participation,

Remembering that the General Assembly in resolution 33/143 (Part III) established as a target goal for 1982 that 25 per cent of all professional posts, subject to geographical distribution, shall be held by women,

Noting that considerable progress remains to be made in the implementation of the above-mentioned resolution,

1. Calls on the Secretary-General and the heads of the specialized agencies and other United Nations bodies to designate co-ordinators in their respective organizations to:

(a) Review policies on the recruitment, promotion, career development, training and remuneration of women, with the objective of ensuring equal treatment of women and men in all spheres of activity;

(b) Ensure that women employed by the United Nations and its specialized agencies are not subject to sexual harassment in the workplace or otherwise on account of their sex;

(c) Receive information on kinds of grievances submitted by women to the

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panels or other bodies dealing with discriminatory practices within the United Nations system;

(d) Implement the recommendations of the General Assembly and the Joint Inspection Unit; and in particular promote the recruitment and hiring of women in secretariat professional posts at middle and high levels, whether as permanent, temporary or fixed-term appointees, or as experts and consultants;

2. Urges that, in accordance with General Assembly resolution 33/143, the Secretary-General of the United Nations, all specialized agencies of the United Nations and United Nations bodies should set and pursue targets for the recruitment of staff which will ensure more equitable representation of women in professional posts, subject to geographical distribution, in pursuit of the objective of 25 per cent by 1982, progressively raising that target beyond 1982, and giving particular emphasis to increasing the proportion of women at the higher levels;

3. Urges Member States of the United Nations to take into account the efforts of the United Nations to redress the current imbalance in recruitment levels between women and men by all appropriate means, in particular by the dissemination of employment information through formal and informal networks to which women have access;

4. Requests that reports on the situation and the progress made in the implementation of the above measures should be submitted periodically to the General Assembly as well as to the meetings of the governing bodies of the specialized agencies, with specific proposals for the full achievement of the objectives mentioned above.

25. International Drinking Water Supply and Sanitation Decade

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering that the United Nations Decade for Women was proclaimed in order to draw attention to the problems faced by women in their daily lives,

Realizing that women of the world may spend as much as one third of their work day locating and transporting water for drinking, agriculture, food production and preparation and family hygiene,

Considering that the majority of people of the world have severly limited access to adequate safe drinking water,

Deeply concerned that insufficient water and unsafe drinking water and the lack of sanitation facilities contribute to a high rate of disease and mortality particularly among women and children,

Recognising that to achieve the health and nutrition goals of the United

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Nations Decade for Women it is essential to meet such basic needs as adequate daily safe water supply.

Considering that success in establishing and maintaining water supply systems can be promoted by encouraging active community participation of women in designing, establishing, maintaining and utilizing such supplies

1. Strongly encourages Member States of the United Nations and international organizations, including specialized agencies as well as non-governmental organizations, to promote the objectives of the United Nations Decade on Drinking Water Supply and Sanitation:

2. Urges that Member States commit funds and programme development efforts to these objectives and to co-ordinate the programme with other related sectors of development to make it more effective;

3. Calls on Member States and United Nations agencies, including specialized agencies, to promote full participation of women in planning, implementation and application of technology for water supply projects;

4. Recommends that the United Nations Development Programme, as co-ordinator for the United Nations Decade on Drinking Water Supply and Sanitation, should review in its annual report the progress in implementing the goals of this resolution including in particular the extent of community participation by women and their involvement in designing, maintenance and utilization of water supply;

5. Urges the World Health Organization to support fully the programmes submitted by countries on drinking water supply and sanitation systems.

26. On the right of all countries to seek development assistance from any and all sources, free from threats and attacks

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Noting that several developing countries have been subjected to threats, destabilization and even violent attacks aimed at preventing their acceptance of development assistance from certain other countries,

Considering that such attacks are contrary to the principle of the right of all independent States to determine their own foreign policies and to seek all peaceful means to develop their countries,

Being aware that such attacks damage women and children greatly, and seek to deprive them of development assistance which they desparately need,

1. Reaffirms the right of all developing countries to decide freely from which countries and international agencies they will seek development assistance;

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2. Condemns all acts of destabilization, economic or political blackmail, threats, sabotage and violence against developing countries used as a method of intimidation in order to prevent them from choosing freely their sources of development assistance.

27. Special measures in favour of young women

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Noting that the World Plan of Action states that national plans and strategies for its implementation should be sensitive to the needs and problems of different categories of women and of women of different age groups,

Recalling that the World Plan of Action also states that special measures should be adopted on behalf of women whose legal and social status is the result of particularly discriminatory attitudes,

Recognizing the importance of the younger age group, both quantitatively as a population group and qualitatively as a political force and agent of change and transformation to a society that is economically independent and socially more equitable,

Affirming the importance of ensuring the participation of young people and, in particular, young women in efforts to establish the New International Economic Order,

Urges States to identify the needs of the new generations of women, and to integrate within an all-comprehensive perspective, general policies to promote the development of youth in all fields, to promote access by young women to education, health and employment, to stimulate their organization and participation in economic, political, social, cultural and professional processes, to promote their integration in the decision-making process to encourage their self-awareness and consciousness regarding their potential for development as human beings possessing equal rights with men and to make possible their active and responsible participation in the development of society.

28. Convention on the Elimination of All Forms of Discrimination Against Women

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Welcoming the adoption by the General Assembly at its thirty-fourth session of the Convention on the Elimination of All Forms of Discrimination against Women,

Taking into account the fact that a just and durable peace and social progress, establishment of a new international economic order as well as full

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implementation of human rights and basic freedoms require active participation of women, their equality and improvement in their status,

Confirming that elimination of apartheid, of all forms of racial discrimination, colonialism, neo-colonialism, foreign occupation and domination, strengthening of international peace and security, general and complete disarmament, and co-operation among the women of the world irrespective of their social and economic systems are necessary for and contribute to the full implementation of the rights of women and men,

Highly appreciating the contribution by women to the political, economic and social life of society,

Noting however that, despite the resolutions, declarations and recommendations adopted by the United Nations and its specialized agencies for the purposes of promoting the equality of women and men, considerable discrimination against women still persists,

Convinced that the entry into force of the Convention on the Elimination of All Forms of Discrimination Against Women will contribute to the attainment of the basic objectives of the United Nations Decade for Women: Equality, Development and Peace,

1. Calls upon all States to sign and ratify the Convention on the Elimination of All Forms of Discrimination Against Women, and to take all the necessary measures for the effective implementation of its provisions and to publicize it;

2. Calls upon all States to continue to contribute to the cause of eliminating discrimination against women in order to achieve their full and equal participation in the process of social development;

3. Invites specialized agencies and non-governmental organizations to initiate and take part in action to publicize the provisions of the Convention nationally and internationally.

29. Women living in conditions of extreme poverty

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering that extreme poverty makes it impossible for the individual to enjoy the fundamental human rights and results in cultural, social and political exclusion,

Considering also that in many regions of the world, in developing and developed countries, the poverty of some sections of the population has worsened during the first half of the Decade for Women, depriving the women of all means of personal and communal development; this impoverishment is due mainly to the

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consequences of colonialism and neo-colonialism, inequitable international relations and the aftermath of uncontrolled industrialization and urbanization,

Recognizing that mankind is thereby denied the collaboration of millions of women capable of making a unique and vital contribution to development,

Believing that all national and international institutions and public opinion should be kept informed of the participation of the poorest women and the circumstances which continue to exclude them,

1. Urgently appeals to all women and all men to concern themselves primarily with the rights of women who, with their families, still live in intolerable conditions of poverty, and to all Governments to study and eliminate the socio-economic causes of their poverty;

2. Urges women to take more action in support of the efforts made by the poorest women in pursuit of their aspirations and interests and their right to a voice and participation in public affairs, to social progress, to development and to the enjoyment of world peace;

3. Appeals to all Governments to try to associate all under-privileged social groups still living in intolerable poverty with development efforts and to promote social justice through equal opportunity and equitable income distribution;

4. Urges Governments, governmental and non-governmental organizations, the United Nations and its specialized agencies to ensure as a matter of priority that all development programmes and projects allow for the needs of the poorest women, in other words, that such programmes and projects are designed with a view to eliminating that poverty;

5. Recommends that all States Members of the United Nations submit every five years to the Commission on the Status of Women as an item in its programme a detailed report on major socio-economic policies and programmes concerning the status of women and the results achieved, with particular emphasis on the progress made with regard to the poorest women.

30. Promotion of equality in education and training

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering that the right to education is a fundamental human right which must be guaranteed, irrespective of sex, on the basis of equality, as a prerequisite for cultural, social, technological and economic progress,

Recalling that discrimination against women is incompatible with human dignity and with the welfare of the family and of society, prevents their participation, on equal terms with men, in the political, social, economic and cultural life of their countries and is an obstacle to the full development of potentialities of women in the service of their countries and of humanity, *Reaffirming* the urgent need to continue to seek and implement effective programmes and objectives which provide women with the same opportunities as men to accede to and enjoy the benefits of education and, thus, contribute more fully to the achievement of the New International Economic Order,

Recalling the importance of education as a decisive factor in development,

Reaffirming that each country is primarily responsible for its development plans and programmes and, accordingly, for its educational plans and programmes, although it may benefit from international co-operation,

Considering that all people irrespective of sex should have equal access to all levels of formal and non-formal education and vocational training in all sectors of urban and rural economy,

Acknowledging that the introduction of training in new technology sectors should keep pace with advances in traditional sectors,

Noting that in many countries the level of education of girls and women is much lower than that of boys and men, particularly in the technical field, whereas the training of girls and women in new technologies is particularly important,

Aware that attitudinal and financial constraints constitute major impediments to the achievement of educational equality of the female population in many countries and that teachers and guidance counsellors have a special role to play in promoting a process of attitudinal change,

Recognizing the important role international, governmental and non-governmental organizations have to play in the promotion of educational equality,

Recognizing that non-formal education also has an important role to play in the educational process, measures should be taken to ensure that such non-formal education programmes also have the objective of promoting educational equality of girls and boys,

1. *Requests* Governments which have not yet done so to adopt programmes for the elimination of illiteracy with the aim of eradicating it before the end of the century and, to that end, to adopt special innovative measures to eliminate the illiteracy among women, who are, in this respect, in the majority;

2. *Also requests* Governments to try to increase their education budgets up to an adequate percentage and where they have not yet done so, up to at least 7 or 8 per cent of their gross national products, whenever possible, according to their national plans and programmes, so that existing short-comings can be eliminated and education can contribute fully to development and become its driving force;

3. *Also requests* Governments which have not yet done so to introduce the necessary reforms in their national plans and programmes to ensure that education, and in particular that of girls and women, gives fresh impetus to the teaching of

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the sciences and to the strengthening of the ties between the educational system and the working world, taking due account of the aspirations and cultural values of each people, and accordingly, to ensure that educational planning promotes the participation and integration of all groups and institutions involved in formal or non-formal educational activities and invites Governments to work towards ensuring conditions enabling national minorities to receive pre-school and elementary education in their mother tongue;

4. Decides to request Governments to devote particular attention to the promotion, organization and programming of vocational training for girls and women at both the elementary and advanced levels, especially in sectors traditionally reserved for men in order to ensure effective equality of opportunity, permit and encourage equal access to and acquisition of necessary qualifications and skills to enable their full and equal participation in the economic and social development of their countries;

5. Urges Governments to develop, in particular, policies and programmes to enhance the enrolment of girls and women in all technical institutes, courses and training programmes, particularly those for the development, operation and management of new technologies;

6. Urges Governments and United Nations agencies concerned to promote, as a matter of priority, the increased and accelerated access of women, particularly in developing countries, to training in economic, scientific and technological fields, in order to facilitate their real and equal participation in the decision-making processes and the economic and social development of their countries;

7. Recommends that Governments should take steps to facilitate the access of women, desirous of re-entering professional life, to all levels of education, e.g. by developing informal, recurrent, continuing educational programmes together with special counselling and facilities, taking into account the family responsibilities of such women;

8. Recommends that Governments should consider, in co-operation with the specialized agencies of the United Nations system, in particular with UNESCO, measures aimed at reducing and eliminating financial barriers to equal education of the sexes, such as free schooling at all levels and at all public educational institutions, free procurement of educational materials and special allowances for poor families, as well as scholarships for girls and women, wherever feasible;

9. Also requests States which have not yet done so to include in their national objectives and plans measures to increase educational services, in particular, for the most underprivileged sectors of the population in the rural and urban areas where women are primarily affected, such as the introduction of compulsory schooling at the primary level, open systems of education for adults, decentralization and expansion of facilities, promotion of boarding facilities, introduction, whenever possible, or development of free or inexpensive means of transportation and introduction of mobile or travelling schools;

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10. Encourages Governments to take into account, in the organization of the educational systems of their countries, special living conditions of the female population, and to consider supporting measures such as the introduction of flexible time-schedules in the educational facilities and the establishment in sufficient number of day care centres for young children;

11. Recommends that Governments should take steps to increase the role of teachers and guidance counsellors in the promotion of educational equality of the sexes by inter alia: (a) increasing the number of teachers, guidance counsellors and administrators at all levels and ensuring a balance of women and men in these positions and increasing in particular the number of female staff, where women are still under-represented; (b) introducing and expanding in-service and pre-service training for teachers and vocational guidance counsellors (including those outside the school system) to sensitize teachers to the problems which impede educational equality, in particular to stereotyped assumptions which inhibit girls' educational opportunities and to enable them to widen educational and vocational choices of girls;

12. Urges Governments to take all necessary measures to eliminate stereotypes on the basis of sex from educational materials at all levels;

13. Urges Governments, in a position to do so, to provide special assistance to developing countries, if they so desire it, in the implementation of measures designed to promote educational equality, and as necessary to increase such assistance;

14. Requests UNESCO to make the necessary arrangements to ensure that, at the next General Conference, priority is given to matters relating to the education and technical training of women.

31. Women and discrimination based on race

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Mindful of the particular needs of the majority of the world's female population, who suffer discrimination based both on race and on sex,

Recognizing the significance for women of the Convention on the Elimination of All Forms of Racial Discrimination,

Gravely disturbed by the fact that, because of this discrimination, women suffer disproportionately from poverty, illiteracy, unemployment and poor health,

Acknowledging that discrimination due to race as a fundamental cause of the subjugation of women merits singular consideration,

Believing that the stress on family members is compounded by the dual forces of racial discrimination and sex discrimination,

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Considering that the fundamental issue of abolishing discrimination due to race and its impact on economic development, peace and equality is comprehensively expressed in the World Plan of Action adopted in Mexico City in 1975, and in the Declaration adopted in Mexico City in 1975,

1. *Reaffirms* its condemnation of all racist régimes and of all countries which co-operate with these régimes, mostly in economic, military and nuclear fields;

2. *Condemns* also countries which practise forms of discrimination based on race other than *apartheid*;

3. *Calls upon* the United Nations and its specialized agencies to take positive steps to overcome the dual burden of discrimination based both on race and on sex in all their programmes in developed and in developing countries;

4. *Calls upon* all Member States to give special consideration to the elimination of discrimination based on race as well as on sex in development programmes and in all activities that promote women's social, economic and political integration, particularly in areas of health, employment, education and rural development;

5. *Urges* all countries which still have not done so to subscribe to and ratify the International Convention on the Elimination of All Forms of Racial Discrimination.

32. Condemnation of South African aggression against the People's Republic of Angola

The World Conference of the United Nations Decade for Women: Equality, Development and Peace

Considering that the racist South African régime is oppressing the black people of that country by the odious, inhuman, retrograde and reactionary system of *apartheid* and is illegally occupying the territory of Namibia, contrary to resolutions adopted by the United Nations and the Organization of African Unity and against the ardent and militant will of the Namibian people fighting under the leadership of SWAPO,

Noting that the People's Republic of Angola is in many ways supporting the Namibian people's fight for liberation under the leadership of SWAPO,

Aware that the People's Republic of Angola has on many occasions been the victim of South African aggression committed under the pretext of hot pursuit of SWAPO bands,

Considering that the victims of those acts of aggression are generally Angolan people and Namibian refugees, and mostly women and children,

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1. *Decides* to denounce the criminal acts of the cynical and reactionary *apartheid* régime before the international community;

2. *Decides* to express its solidarity with the Angolan people and its Government, which, in giving assistance to SWAPO, are subjected to violent, destructive and criminal attacks, murder and pillage by the racist South African régime.

33. Question of convening another world conference on women in 1985

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Noting the progress achieved and obstacles encountered since 1975 in the attainment of the objectives of the Decade,

Noting also with appreciation the valuable expertise offered and the contribution made by intergovernmental organizations, non-governmental organizations and various women's organizations to the achievement of the objectives of the Decade,

Taking into consideration the proposals made in the Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace 1981-1985,

Recommends that the General Assembly at its thirty-fifth session should consider the convening in 1985 of another world conference on women to review and appraise the achievements of the Decade.

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34. Assistance to Sahrawi women

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling General Assembly resolution 34/37 of 25 November 1979,

Reaffirming the principles enunciated in the Charter of the United Nations and particularly the right of all peoples to self-determination,

Recalling General Assembly resolution 1514 (XV) of 14 December 1960 containing the Declaration on the Granting of Independence to Colonial Countries and Peoples,

Mindful of the profound concern of the United Nations, the Organization of African Unity and the non-aligned countries about the decolonization of the Western Sahara and the right of its people to self-determination,

Seriously concerned about the situation of the people of the Western Sahara, and especially Sahrawi refugee women, resulting from the continuing occupation of their territory, which constitutes a denial of their right to self-determination and independence,

Considering that Sahrawi refugee women are forced to live under difficult conditions because of that occupation,

1. Expresses its solidarity with and support for the just cause of the Sahrawi people for self-determination and independence;

2. Reaffirms that the Popular Front for the Liberation of Saguia el Hamra and Rio de Oro (Polisario), representative of the people of the Western Sahara, participates fully in any search for an equitable, lasting and definitive political solution to the question of the Western Sahara, in accordance with the resolutions and declarations of the United Nations, the Organization of African Unity and the non-aligned countries;

3. Expresses the hope that the efforts made in the Organization of African Unity will contribute to the realization of the inalienable national rights of the people of the Western Sahara and invites the Secretary-General of the Organization of African Unity to keep the Secretary-General of the United Nations informed of the progress made to that end;

4. Also expresses the hope that any settlement of the problem of the Western Sahara will make it possible to alleviate the particularly distressing living conditions of the Sahrawi women refugees;

5. Calls upon women throughout the world to redouble their efforts at the national, regional and international levels to help the Sahrawi women to regain their rights and dignity;

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6. *Invites* the United Nations High Commissioner for Refugees to include in his assistance programmes practical measures for improving the living conditions of the Sahrawi women refugees and their children;

7. *Appeals* to the international organizations concerned to initiate assistance programmes for Sahrawi women and their children in the fields of education, training and health.

35. International assistance for the reconstruction of Nicaragua

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling the priority given by the Member States of the United Nations and its specialized agencies to the integration and participation of women in development,

Recalling also General Assembly resolution 34/8 on international assistance for the rehabilitation, reconstruction and development of Nicaragua,

Bearing in mind resolution No. 4 on support for the development of women in Nicaragua adopted by the Second Regional Conference on the Integration of Women into the Economic and Social Development of Latin America,

Recognizing the efforts being made by Nicaragua to rebuild the country, overcome the serious economic crisis that affects it and eliminate the enormous foreign debt it inherited from the Somoza dictatorship,

Recognizing the outstanding role played by women in Nicaragua during the time when their country was endeavouring to regain its rights and the role they are now playing in the process of its reconstruction,

1. *Urges* the Member States of the United Nations to provide much-needed support for projects for national reconstruction, economic and social development and the achievement of the goals of the Decade for Women,

2. *Urges* the international organizations and, in particular, the United Nations Development Programme to provide Nicaragua with financial and technical assistance through their development assistance funds and programmes, placing special emphasis on women.

36. Women and development assistance programmes

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling General Assembly resolution 34/155,

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Recalling the objectives of the World Plan of Action for the Implementation of the Objectives of the International Women's Year adopted by the World Conference of the International Women's Year, and subsequently endorsed by the General Assembly at its thirtieth session,

Recognizing that women constitute a vast potential force for positive economic and social change,

Reiterating that accelerated development requires the real and effective participation of women and men in all aspects of the development process,

Aware that the review and appraisal process of the 1980 World Conference of the United Nations Decade for Women has shown clearly that women's potential has been underutilized in the development of their countries and that the effectiveness of development programmes and projects has been adversely affected as a result,

Emphasizing the need for women to be actively involved in development planning, policy and implementation at all levels,

Aware of the importance of multilateral and bilateral development assistance programmes in the development process,

Aware furthermore that many programmes have in the past ignored the contribution which women can make as active participants and that such programmes can have a detrimental effect on women's economic, social and political status,

Emphasizing that all training programmes should be linked with employment opportunities, particularly in developing countries,

1. Appeals to both recipients and donors to ensure that the interests of women are taken into account in all development programmes and projects and that such programmes and projects do not adversely affect women;

2. Calls on aid donors to make more resources available for programmes specifically designed to benefit women bearing in mind that women suffer particular disadvantages and that efforts to overcome these disadvantages require sensitive planning of projects, including projects for assisting women to develop decision-making and leadership skills;

3. Calls further on aid donors to provide capital funding for the implementation of projects in which women can develop skills while employed in income-generating activities;

4. Urges both recipients and donors of development assistance to involve women, including women who will be affected by such programmes, from the earliest stages and at all levels of planning and implementation of aid programmes;

5. Further urges recipients and donors of development assistance to examine and consult on ways to achieve these objectives and to establish mechanisms for their early implementation, such arrangements to be regularly reviewed and evaluated.

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37. Health and well-being of the women of the Pacific

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling that the subtheme of the Conference is "Employment, Health and Education",

Gravely concerned that the continued testing of nuclear weapons constitutes a serious hazard to the environment and the health of present and future generations of mankind,

Reiterating its conviction that the cessation of nuclear-weapon testing in all environments would be a major step towards the attainment of world peace,

Considering that the continued nuclear testing in the Pacific Ocean constitutes a serious hazard to the health and well-being of the peoples of the Pacific,

Recognizing that the health of women and children is of primary importance for the achievement of the aims and objectives of the Decade,

Calls upon all nuclear-weapon States to refrain from conducting any testing of nuclear weapons and other nuclear explosive devices in the Pacific and calls upon all States to support the conclusion of the comprehensive test ban treaty to bring about the cessation of all nuclear testing.

38. The International Research and Training Institute for the Advancement of Women

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling resolution 26 of the World Conference of the International Women's Year recommending the creation of the International Research and Training Institute for the Advancement of Women, and the subsequent resolutions of the General Assembly and the Economic and Social Council on the matter,

Recognizing the importance of the Institute as a centre for the collection and dissemination of information and data about women in their societies and as an international focal point for research and training geared to the full participation of women in development in all its aspects,

Recognizing the need for the expansion and strengthening of such an organization in order to assist in identifying, formulating and implementing new approaches in the fields of training, research and information for, by and about women in their societies,

1. Notes with satisfaction the establishment of the Institute in pursuance of resolution 26 mentioned above and the commencement of its operations and

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implementation of the work programme adopted by its Board of Trustees in October 1979, and the efforts made towards the appointment of the Director and the installation of the Institute in the Dominican Republic;

2. Recommends that:

(a) The Institute should identify and undertake research and training programmes in all regions and countries as appropriate thus facilitating the implementation of the relevant parts of the Programme of Action adopted by the Conference and make them known through its information activities;

(b) Regional seminars should be instituted by specialized agencies and other United Nations bodies and organizations and by Member States, so that they can carry out training and research programmes on the needs of women, both at the national and regional levels;

3. Urges the specialized agencies and other United Nations bodies to co-operate with and assist the Institute in carrying out research, training and information programmes relevant to the needs of women;

4. Appeals to all Member States and concerned organizations to assist the Institute in its programmes by, inter alia, providing voluntary contributions to its Trust Fund.

39. Establishment and strengthening of machinery for the integration of women in development

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering that the World Plan of Action provides that interdisciplinary and multisectoral machinery should be established to accelerate the achievement of equal opportunity for women and their full integration in development,

Recalling that the World Plan of Action for the Implementation of the Objectives of the International Women's Year adopted by the World Conference recommends the establishment within government of machinery with adequate staff and budget for the achievement of the objectives of the World Plan of Action,

Considering the report of the Secretary-General on the "Review and evaluation of progress achieved in the implementation of the World Plan of Action: national machinery and legislation" (A/CONF.94/11 and Corr.1 and Add.1 and Add.1/Corr.1 and 2),

Considering also Economic and Social Council resolution 1980/35,

Aware that local, national, subregional and regional machinery has a role of prime importance to play in the integration of women in the development process,

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Recognizing the need to promote women's organizations and to enable them effectively to play their role,

Recommends that:

(a) Appropriate machinery should be established wherever it does not yet exist and that financial, technical and human resources should be provided for it by international organizations and government agencies;

(b) Every effort should be made at the international, regional, subregional, national and local levels to ensure the full co-ordination of the activities undertaken in order to enable the machinery for the integration of women in development to achieve the priority objectives of the World Plan of Action.

40. Strengthening the role of the Commission on the Status of Women

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Having considered the institutional aspects of carrying out the World Plan of Action for the Implementation of the Objectives of the United Nations Decade for Women,

Aware of the growing role of United Nations bodies whose terms of reference have a bearing on the implementation of the World Plan of Action,

Bearing in mind the useful contribution of the Commission on the Status of Women to the attainment of the objectives of the Decade and to the progress made, and the obstacles encountered in that field,

1. *Requests* the Commission on the Status of Women to pay particular attention to the implementation of the Programme of Action for the Second Half of the United Nations Decade for Women and other recommendations of the Conference and to the formulation of proposals and recommendations for the Economic and Social Council based on all the relevant information, and, for that purpose, to assume responsibility for co-ordinating the resulting material in conformity with the integrated reporting system;

2. *Further requests* the Commission on the Status of Women to contribute, through its work, to the establishment of the new international economic order and the formulation of the international development strategy for the third United Nations Development Decade;

3. *Requests* the Secretary-General to consider appropriate measures enabling the Commission to fulfil that function and strengthening the Centre for Social Development and Humanitarian Affairs so that it can effectively help the Commission on the Status of Women to carry out the tasks assigned to it in paragraphs 1 and 2 above.

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41. Women and nutritional self-sufficiency

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering that 85 per cent of women in many developing countries are engaged in agriculture and are the principal protagonists in the attainment of nutritional self-sufficiency at the family, community and national levels,

Considering that rural women produce at least 50 per cent of the world's food output and that the purchase and preparation of food are left to women,

Recalling the conclusions of the World Food Conference held in Rome in 1974,

Recalling also the Programme of Action on Agrarian Reform and Rural Development adopted by the General Assembly of the United Nations in 1979,

Recalling also the provisions of the Plan of Action which was adopted at Lagos in April 1980 by the Second Summit Conference of African Heads of State and Government on economic questions and which gives top priority to nutritional self-sufficiency,

Invites Governments to:

(a) Review the food situation from the point of view of food consumption, quality and distribution and identify nutritional needs at all levels, especially that of the community;

(b) Establish priorities and draw up programmes allocating the necessary resources for them in order to increase women's productivity with a view to ensuring adequate and proper food supplies for families and communities;

(c) Provide rural women with the necessary means and access to resources for agricultural production: instruction in appropriate technologies, highly specialized marketing and transformation techniques and practices ensuring optimum utilization of resources;

(d) Increase the number of nutrition and food hygiene courses in school, functional literacy and mass education programmes and use the most appropriate mass media to prevent food waste at all levels, from production to consumption;

(e) Promote the effective participation of women in rural organizations involved in the system of food production, distribution and utilization;

(f) Establish machinery at all levels to monitor and evaluate progress with a view to achieving nutritional self-sufficiency at the family, community and national levels;

(g) Strengthen international co-operation to remedy inequalities in food resources.

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42. Voluntary Fund for the United Nations Decade for Women

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling General Assembly resolution 31/133 of 16 December 1976 containing the criteria and arrangements for the management of the Voluntary Fund,

Recalling also General Assembly resolution 34/156 of 17 December 1979,

Conscious that, through financial and technical support, the Fund was designed to supplement development activities for women at the national, regional and global levels in co-operation with the appropriate organs of the United Nations system,

Recognizing the necessity for continuing financial and technical support to development activities which respond to the specific needs of women in developing countries and the importance of incorporating concern for women in national, subregional and regional development plans, policies and programmes,

Noting the advice of the Consultative Committee on the Voluntary Fund that continuation of extrabudgetary posts financed from the Fund after 1981 is dependent upon the regional commissions making available senior women's programme officer posts from the regular budget of the United Nations,

1. Expresses its appreciation for the support given by the Fund to projects in developing countries;

2. Expresses its appreciation also to the regional commissions, the United Nations Development Programme and the specialized agencies of the United Nations system for their assistance in project development and execution;

3. Reaffirms the decision of the thirty-fourth session of the General Assembly that the question of the location of the Fund be decided at its thirty-sixth session on the basis of the report to be submitted by the Secretary-General on his consultations with the Consultative Committee, the Administrator of the UNDP and other United Nations agencies directly concerned, as well as of the views to be submitted by Member States by 1 June 1981;

4. Expresses its desire that the activities developed by the Fund continue beyond the Decade for Women;

5. Appeals urgently to all the regional commissions to make policy-level posts available to the women's programme from the United Nations regular budget;

6. Expresses its appreciation for the voluntary contributions pledged by States Members of the United Nations and appeals to States Members to consider giving or increasing their support to the Fund.

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43. Exploitation of the prostitution of others and traffic in persons

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering that traffic in women and children forced into prostitution remains a continuing evil,

Considering that women and children (girls and boys) are still all too often victims of physical abuse and sexual exploitation constituting virtual slavery.

Noting that the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others was approved by the General Assembly in resolution 317 (IV) of 2 December 1949,

Noting that the World Conference of the International Women's Year in Mexico in 1975 adopted a resolution on "Prevention of the exploitation of women and girls" requesting the Secretary-General of the United Nations, in co-operation with other agencies, to undertake a world-wide survey of prostitution and the maltreatment involved in it,

Considering also that, although section II (Specific areas for national action) subsection I (Other social questions), of the World Plan of Action for the Implementation of the Objectives of the International Women's Year refers to this matter in three different places, the measures and decisions taken in this connexion have not yet had the desired effect,

Noting that the Commission on the Status of Women, at its twenty-eighth session reminded the Secretary-General that a report on the subject should be submitted without delay,

Deploring the scant interest shown by Governments and international organizations in this serious problem,

Believing that it would be desirable to improve the procedures and expand the activities of organs in the United Nations system, the Commission on the Status of Women, the Committee on Crime Prevention and Control and the Working Group on Slavery of the Sub-Commission on Prevention of Discrimination and Protection of Minorities of the Commission on Human Rights, which could help to prevent forced prostitution, suppress its exploitation and facilitate the rehabilitation of its victims,

1. Invites Governments to take appropriate measures with a view to ratifying the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others and to submit to the Secretary-General the information specified in article 21 of that Convention;

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2. Urges the Governments of States Members to recognize that women and children are not a commodity and that every woman and every child has the right to legal protection against abduction, rape and prostitution;

3. Further reminds Governments that women and children prostitutes have the right to legal protection against maltreatment which they may be subjected to for the sole reason of their being prostitutes;

4. Reminds the United Nations, non-governmental organizations in consultative status and all international organizations that they should make concerted efforts to ensure the success of the campaign against this scourge;

5. Invites the Sixth United Nations Congress on the Prevention of Crime and the Treatment of Offenders to make concrete recommendations in regard to the relationship between development, prostitution and exploitation and traffic in persons;

6. Recommends that the Secretary-General of the United Nations should invite the Governments of States Members to take action against international networks of traffickers and procurers;

7. Requests the Secretary-General to submit to the twenty-ninth session of the Commission on the Status of Women and to the next session of the General Assembly of the United Nations the requested report on prostitution throughout the world, its causes and the social and economic conditions which encourage it.

44. Women in agriculture and rural areas

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Recalling resolution 21 of the World Conference of the International Women's Year 1975 and General Assembly resolution 3523 (XXX) of 15 December 1975,

Understanding the need for rural and peasant women to participate in the development process and the importance of addressing the specific needs of the rural world and particularly rural women,

Recognizing that rural women throughout the world must be ensured access to water, to health services, to education, to employment, to transportation and to land on terms of equality with rural men and with urban people,

Recalling also General Assembly resolution 31/175 of 21 December 1976 on effective mobilization of women in development, in which the Assembly urged Member States inter alia to ensure that women have equal access in agriculture to co-operatives and credit and loan systems, as well as equal opportunities to participate in policy-making in the economic field, and in commerce and trade in the advanced efforts of industry,

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Extremely concerned that the review and appraisal of the economic and social situation of rural women contained in the report of the Secretariat (A/CONF.94/26) reveals that little or no positive improvements have taken place since the first half of the Decade,

Aware that, although in many countries women grow, process and market food, rural women lack production and management skills and access to information and related support services,

1. Urges Governments, United Nations organizations and other funding organizations to give special attention to the needs and priorities of rural women as determined by rural women themselves;

2. Recommends that all development processes and activities should give due regard to community orientation with the aim of making it possible for rural women to remain in their own communities, thus minimizing the flow of migration from rural to urban areas in countries where this is necessary;

3. Requests Governments to ensure that rural women:

(a) Are provided with education, technology and training suitable to their needs, as identified by them in order to improve employment opportunities in rural areas;

(b) Have access to credit and financing mechanisms on a basis of equality with men, and flexibility in the institutions which deliver credit services to rural women;

(c) Are encouraged and assisted to attain key leadership roles in rural communities and organizations;

(d) Are encouraged and adequately trained to participate actively in co-operatives and other organizations concerned with marketing;

(e) Have free access to participate in rural industrialization programmes;

4. Further requests Governments to have trained professionals, rurally-oriented and specially concerned with education, health and employment, available in rural areas;

5. Urges Governments to give priority to research and action programmes for landless rural women and their families;

6. Also requests governmental and non-governmental organizations to encourage and support the cultural, economic and technical co-operation between rural women in developed and developing countries and among developing countries;

7. Calls on rural women throughout the world to become aware of their rights in order that they can exercise and benefit from them;

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8. *Also calls on* rural communities to endeavour, in collaboration with the mass media, to reflect a more realistic picture of rural living, its problems and possibilities;

9. *Urges* the United Nations and organizations in the United Nations system, in particular the Food and Agriculture Organization of the United Nations and the International Labour Organisation, to:

(a) Assist Governments to train women at the para-professional level in basic agricultural techniques as field workers so that they can travel and exchange appropriate technology as well as remain in their own environment and become direct links of communication with rural women in their fields and homes;

(b) Review their funding policies and priorities, especially with respect to action programmes for women, and in the next five years devote more funds to the unstinting development of rural and agricultural women;

(c) Seek to employ many more highly qualified and skilled women in agriculture from all parts of the world at the policy-making level within United Nations agencies.

45. *Apartheid and women in South Africa and Namibia*

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Noting with regret that since 1975 the status of women under the *apartheid* régimes of South Africa and Namibia has deteriorated,

Bearing in mind the provisions of the International Convention on the Suppression and Punishment of the Crime of *Apartheid*,

Recalling the resolutions adopted and proposals made by the World Conference of the International Women's Year, held at Mexico City in 1975,

Recalling also resolutions of the General Assembly of the United Nations, in particular resolution 3411 C (XXX) of 28 November 1975 by which the Assembly proclaimed that the United Nations and the international community have a special responsibility towards the oppressed people of South Africa and Namibia,

Recalling General Assembly resolution 33/189 placing the effects of *apartheid* on the status of women in South Africa and Namibia on the agenda of the World Conference,

Noting that attempts being made by women throughout the world to implement programmes under the United Nations Decade for Women have not dealt satisfactorily with problems faced by women under the oppressive racist régimes of South Africa and Namibia,

Further noting that the Plan of Action for the Integration of Women in Development for the first half of the United Nations Decade for Women did not

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satisfactorily attend to problems faced by women under the oppressive racist régimes of South Africa and Namibia,

Also noting that the peoples of southern Africa and the world are facing the threat of world instability and war because of the rapid militarization of South Africa and the arms race while the avowed principle of the Decade is peace,

Taking note of the reports of the Secretary-General on "The effects of apartheid on the status of women in South Africa and Namibia" (A/CONF.94/7), "The role of women in the struggle for liberation in Zimbabwe, Namibia and South Africa" (A/CONF.94/5) and "Measures of Assistance to Women in Southern Africa" (A/CONF.94/6) and the Declarations and recommendations of the Hemispheric Seminar on Women under Apartheid (Montreal) and the International Seminar on Women and Apartheid (Helsinki),

Reaffirming that, unless the peoples in South Africa and Namibia are liberated and are also able to participate in the global struggle for peace, equality and development, the over-all strategy objectives of the Decade for Women cannot be fully realized,

Considering that the observance of the United Nations Decade for Women must lead to an acceleration of concerted action by the women of the world for the complete eradication of apartheid in South Africa and Namibia through the assumption of power by the people,

Reaffirming that apartheid would have long been destroyed were it not for the economic and military assistance granted by the major Western countries to the régime of South Africa,

Again reaffirming that the States which give assistance to the racist régime of South Africa become accomplices in the inhuman practices of racial discrimination, massacres, detentions and death of thousands of women and children in these countries,

Further affirming its full solidarity with the women of South Africa and Namibia in their struggle for liberation under the leadership of their national liberation movements,

Noting with appreciation the sacrifices of the Frontline States of Africa in their support of the liberation struggles in South Africa and Namibia,

1. Rejects as inhuman and intolerable all policies designed to perpetuate apartheid, racial segregation or other policies based on theories that racial groups are or may be inherently superior or inferior;

2. Strongly condemns the imprisonment, torture and killings of schoolchildren demonstrating for equality in education in South Africa as an outrage to the conscience of the world;

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3. Pays tribute to the great sacrifices of the women and children in South Africa and Namibia in the struggle for the inalienable rights and their national liberation;

4. Calls upon the women of the world to pressurize their Governments:

(a) To sever all links - political, economic, diplomatic and military - with the apartheid régimes;

(b) To disseminate information on the effects of apartheid as widely as possible;

5. Urges the Security Council to enhance and intensify world-wide support for an effective oil embargo and comprehensive economic sanctions against South Africa;

6. Welcomes with gratitude the contribution by the Voluntary Fund for the United Nations Decade for Women to a legal defence fund for women suffering under the system of apartheid and colonial domination;

7. Condemns the vicious acts of aggression of the Pretoria régime against the Frontline States of Africa, and the killings of refugees, including women and children;

8. Urges all organizations of the United Nations system, Governments, international and regional intergovernmental organizations, women's and anti-apartheid groups, non-governmental organizations and other groups to give the highest priority to the questions of measures of assistance to women in South Africa and Namibia during the second half of the United Nations Decade for Women;

9. Endorses the comprehensive programme for measures of assistance to women in South Africa and Namibia as contained in document A/CONF.94/6;

10. Also endorses the Declaration and Recommendations of Helsinki and Montreal International Seminars on Women and Apartheid and commends them for the urgent attention of Governments and intergovernmental and non-governmental organizations;

11. Calls for the immediate release of all political prisoners in South Africa and Namibia;

12. Urges all trade unions to refrain from handling any merchandise, weaponry and any goods of economic value going to South Africa and Namibia;

13. Appeals to all Governments and organizations to support the various projects of the national liberation movements, and front-line States, especially those designated for women and children. More assistance should be channelled through the South African and Namibian liberation movements recognized by the Organization of African Unity;

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14. Urges all concerned United Nations organizations to strengthen the existing voluntary fund to be used for the legal defence of political prisoners in South Africa and Namibia and assistance to their families;

15. Commends the Special Committee against Apartheid for giving special attention to the plight of women and children under apartheid;

16. Recommends the full utilization and strengthening of existing machinery to monitor, co-ordinate and follow up on the fullest implementation of the measures of assistance to women in South Africa and Namibia during the second half of the United Nations Decade for Women adopted in Copenhagen;

17. Appeals to all Member States of the United Nations which have not yet done so to ratify the 1973 International Convention on the Suppression and Punishment of the Crime of Apartheid.

46. The situation in Bolivia

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering that the objectives of the United Nations Decade for Women include the integration of women in development, particularly at the political, economic and social decision-making level, on equal terms in a world of more equitable economic relations, and the full enjoyment by women of their human rights,

Considering that, in Bolivia, under the leadership of a woman, Lidia Gueiler de Tejada, the foundations were laid to enable that country democratically to elect a government that was truly representative of the Bolivian people, but that that process was violently interrupted,

Resolves to condemn most vigorously any action designed to prevent the Bolivian people from achieving the goal it had freely set for itself and, thus, to hamper the full exercise by Bolivian women of their political rights and delay their participation in their country's development process.

47. Implementation of the goals of the United Nations Decade for Women within the framework of the United Nations efforts to achieve the New International Economic Order

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Considering that inequality and the economic dependence of developing countries hamper the development of the national economies of such countries,

Emphasizing that the problems of women are also the problems of society as a whole and that they are intimately related to the level, structure and pace of

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over-all development, which has hindered progress in achieving legal equality of women and that the efforts and actions undertaken in a number of countries to promote the status of women have not produced in practice the expected results, primarily because of the lack of adequate economic and social development,

Bearing in mind the position adopted at the World Conference of the International Women's Year, held in Mexico City in 1975 and subsequently endorsed by the General Assembly, that the realization of the goals of the United Nations Decade for Women: "Equality, Development and Peace" depends largely on the establishment of just international economic relations as an essential precondition for the comprehensive economic and social development of the developing countries and the world as a whole,

Considering that a number of conferences were subsequently held within the United Nations system as well as by the non-aligned and other developing countries at which the recommendations of the Mexico Conference were further elaborated, thus creating a basis for the adoption of political decisions at the national and international level, with a view to improving the economic situation in the world, including improvement of the status of women,

Recognizing the need to accelerate the over-all development of developing countries, specially in those areas that will strengthen the basic productive capacity of their national economies, i.e. the development of the food and agro-industrial sectors, basic industries, science and technology, indigenous energy sources, fertilizers, agricultural machinery and transport services, in order to adequately satisfy the nutrition, health and educational needs of all women and men on an equal basis, as well as to provide a high level of employment within the framework of their own national plans and priorities,

Concerned about the political as well as the economic and monetary crisis in the world that affects, above all, the developing countries and hence the majority of women, the consequences of which have also been reflected on women in the developed countries,

Convinced that current world economic and political problems cannot be resolved by methods used and measures undertaken so far, while the cumulation of these problems endangers international security and world peace,

Reaffirming that the international community has accepted joint responsibility for development and therefore has launched co-operative efforts in the two United Nations Development Decades and is now engaged in economic negotiations that will lead toxthe full achievement of the New International Economic Order,

1. Calls upon all States Members of the United Nations:

(a) To integrate, in all plans and programmes, at the national and international level, the aims established by the World Plan of Action for the Implementation of the Objectives of the International Women's Year, further elaborated by the World Conference of the United Nations Decade for Women in the Programme of Action for the Second Half of the Decade;

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(b) To create, by utilizing their national resources and promoting collective self-reliance, conditions for economic and social progress, and in that way to improve the economic, social and political status of women,

2. Urges all Governments, especially those of the developed countries, to conduct in the spirit of constructive co-operation the round of economic negotiations related to the international development strategy for the third United Nations development decade and to bring the global negotiations to satisfactory agreements, with the object of restructuring the world economy and eliminating economic causes that threaten world peace, so that the objectives of the United Nations Decade for Women can be achieved;

3. Requests the Secretary-General of the United Nations to transmit to the eleventh special session of the General Assembly on development and international economic co-operation the final documents of the World Conference of the United Nations Decade for Women, as a component part of the documents for this session and for the strategy for the third United Nations development decade.

48. Expression of thanks to the host country

The World Conference of the United Nations Decade for Women: Equality, Development and Peace,

Having met in Copenhagen from 14 to 30 July 1980 at the invitation of the Government of Denmark,

Having reviewed and evaluated the progress made and obstacles encountered in the attainment of the objectives of the United Nations Decade for Women,

Having adopted a Programme of Action designed to achieve in the second half of the United Nations Decade for Women the objectives reflecting the aspirations of the women of the world,

1. Respectfully presents its thanks to Her Majesty Queen Margrethe II of Denmark for having graced the opening meeting of the Conference with her presence and for having made an inaugural address;

2. Expresses its profound gratitude to the Government of the Kingdom of Denmark for having made it possible for the Conference to be held in Copenhagen and for the excellent facilities generously placed at its disposal;

3. Requests the Government of Denmark to convey to the authorities of the City of Copenhagen and to the Danish people the gratitude of the Conference for the hospitality and warm welcome extended to the participants in the Conference;

4. Decides that, the Programme of Action adopted by the Conference shall be known as the "Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace .

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DECISION

Credentials of the representatives to the Conference

At its 19th plenary meeting on 29 July 1980 the World Conference of the United Nations Decade for Women: Equality, Development and Peace approved the report of the Credentials Committee (A/CONF.94/L.24 and Corr.1 and 2).

PPC/WID FUNDED PROJECTS IN CONNECTION WITH WOMEN IN DEVELOPMENT ACTIVITIES RELATING TO THE COPENHAGEN MID-DECADE CONFERENCE FOR WOMEN

ORGANIZATION/PERSON NAME AND OBLIGATION NUMBER	CONTRACT/GRANT/ PURCHASE ORDER #	AMOUNT	BRIEF DESCRIPTION OF ACTIVITY
U.N. World Conference on the Decade for Women Secretariat 0698426	AID/PPC-IGA-0004	$200,000	To carry out a variety of activities to coordinate the regional efforts preparing for the regional and world conferences, through the use of staff visits, consultant experts, documentation and studies.
YWCA (NGO Activities at the U.N. Mid-Decade Conference for Women 0698428	AID/otr-G-1786	$ 99,650	To support the activities of the Planning Committee for the Non-Governmental Organization's Forum at the World Conference of the U.N. Decade for Women, to assure an international component in the planning, and to assure that women from developing countries are adequately represented at the NGO Forum in Copenhagen.
International Center for Research on Women (ICRW) 3006001 3006300	AID/otr-C-1801	$ 98,945	To prepare background and other papers and to provide assistance and support for activities relating to women in development at the Decade for Women Conference in Copenhagen and related activities concentrating on women's employment and income generation.
Equity Policy Center (EPOC) 3006301	AID/otr-C-1808	$ 99,875	To prepare reports and background papers and to provide assistance and support for women in development activities relating to the U.N. Decade for Women Conference in Copenhagen concentrating on the health and education sectors.

ORGANIZATION/PERSON NAME AND OBLIGATION NUMBER	CONTRACT/GRANT/ PURCHASE ORDER #	AMOUNT	BRIEF DESCRIPTION OF ACTIVITY
Marilyn Hoskins 3006306	AID-otr-147-80-45	$ 8,878	To summarize information gathered on the role and potential of LDC and international women's organizations in the development process and present a synthesis of expressed needs listed by representatives of these organizations in carrying out development projects.
New TransCentury Foundation 3006307	AID-otr-C-1818	$ 75,720	To collect, annotate and publish a series of short bibliographies of documents on women in development commissioned and published by OECD/DAC nations and to handle logistics of meetings of WID representatives of OECD/DAC nations at Copenhagen and at followup meetings.
Overseas Education Fund 3006311	AID-otr-G-1812	$163,034	To handle travel arrangements and logistics for LDC participants selected in cooperation with A.I.D. missions in the Latin America/Caribbean, Asia and Middle Eastern regions to attend the Copenhagen Conference NGO Forum.
National Council of Negro Women 3006311	AID/otr-G-1811	$ 96,581	To handle travel arrangements and logistics for LDC participants selected in cooperation with A.I.D. missions in the Africa regions to attend the Copenhagen Conference NGO Forum.

ORGANIZATION/PERSON NAME AND OBLIGATION NUMBER	CONTRACT/GRANT/ PURCHASE ORDER #	AMOUNT	BRIEF DESCRIPTION OF ACTIVITY
African-American Institute (AAI) 3006315	AID/otr-G-1825	$ 82,030	To provide support to AAI to prepare and conduct a total of 44 workshop sessions on women and development topics through the EXCHANGE at the NGO Forum.
Marilyn Hoskins 3006330	AID/otr-147-80-76	$ 6,975	To provide PPC/WID with a collection of case studies of income generation projects carried out by women's organizations or groups of women organized for income generating purposes.
Katherine Peipmeier 3006331 3006232	AID/otr-147-80-75	$ 5,340	To prepare and submit a report on cooperative mechanisms used or available for use in strengthening the role and participation of women's groups in national development especially as they relate to income generation at the grass roots level.
Barbara Reno 3006332	AID/otr-147-80-77	$ 7,700	Video, tape and print a report of interviews with LDC and other women participating in the NGO Forum workshops on credit, savings and cooperatives.
Patricia Kutzner 3006005	AID-otr-147-80-80	$ 9,315	To prepare a working paper, "Communicating on Needs of Rural Women", and followup to women in development recommendations of FAO World Conference on Agrarian Reform and Rural Development.
Ritty Burchfield 3006347	AID/otr-147-80-110	$ 9,875	To provide PPC/WID with a complete chronological typed/transcription in English of notes from the over 70 EXCHANGE workshop sessions on women in development topics at the NGO Forum.

12/16/80

NGO FORUM

PLANNING COMMITTEE: NGO ACTIVITIES AT THE WORLD CONFERENCE OF THE UN DECADE FOR WOMEN

MEMBER ORGANIZATIONS

Afro-Asian People's Solidarity Organization (AAPSO)
All India Women's Conference
Altrusa International, Inc.
Associated Country Women of the World
Baptist World Alliance
Commission of the Churches on International Affairs of the
    World Council of Churches
Consultative Council of Jewish Organizations
International Alliance of Women
International Council of Jewish Women
International Council of Women
International Federation of Business and Professional Women
International Federation of University Women
International Movement for Fraternal Union among Race and Peoples
International Planned Parenthood Federation
International Society for Community Development
International Union of Students
International Youth and Student Movement
    for the United Nations (ISMUN)
The Population Institute
Socialist International Women
Society for International Development
Soroptimist International
Women's International Democratic Federation
Women's International League for Peace and Freedom
Women's International Zionist Organization
World Association of Girl Guides and Girl Scouts
World Confederation of Labour
World Federation of Democratic Youth
World Federation of Trade Unions
World Federation of United Nations Associations
World Peace Council
World Union of Catholic Women's Organizations
World Young Women's Christian Association
World Woman's Christian Temperance Union
Zonta International

Cooperating Committees in Denmark
    The National Council of Women
    KULU

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THE NGO FORUM - COPENHAGEN 1980

by

Line Robillard Heyniger

Observer for the

U.S. National Commission for UNESCO

THE NGO FORUM - COPENHAGEN 1980

The NGO Forum, or Alternative Women's Conference, as it was sometimes referred to in Copenhagen, was a parallel activity to the World Conference of the United Nations Decade for Women. It was organized by a planning committee of 34 international non-governmental organizations in consultative status with the UN Economic and Social Council (ECOSOC) and held at the University of Copenhagen, Amager Center, July 14-24, 1980. Elizabeth Palmer, a former General Secretary of the World YWCA, served as Convenor of the Planning Committee. Her main responsibilities were to raise the funds for all Forum expenses, estimated at $470,000, coordinate arrangements with the Danish Government and the Danish National Council of Women, whose volunteers provided many essential services, and coordinate NGO views on the Forum's operating procedures.

The Structure: Freedom and Flexibility

The Forum was an open participatory conference, offering panels, meetings, roundtables and workshops on the sub-themes of the official conferences—health, education and employment—and on other related subjects such as migrants, refugees, women and apartheid, racism and research on women. It was initially agreed that workshops would be undertaken by organizations or groups, rather than by individuals. When the Forum opened there were some 800 meetings on the program: formal panels and workshops.

As the Forum got underway, however, there was a shift from a pre-set program toward the greatest flexibility. The organizers provided space for national workshops and any initiative developed during the Forum, welcoming these as a reflection of the great variety of women's interests. As Ms. Palmer explained it: "What women want most from such a gathering is an opportunity to exchange ideas on things they have been doing and to find out how to do them better." The Forum was successful in providing the proper environment for such exchanges. No less than 150 to 175 workshops, panels and group meetings were held every day, whereas only 200 meetings took place during the entire two weeks of the Mexico City NGO Tribune in 1975.

Vivencia was one of the support systems women used to organize on-the-spot workshops. It was coordinated by the International Women's Tribune Centre, itself organized in 1975 to follow up on the Mexico Tribune. It provided an informal meeting place for small gatherings, an information center, help in finding resource people and materials, a "switchboard" of networking--in other words--space, time and support to help people do what they wanted without any predetermined agenda.

Another Forum within a Forum was organized by an ad hoc group called Exchange, with a daily program of workshops and events focusing on women and development and development-related subjects ranging from income generation to organizing skills. These workshops were supervised by an international committee of women active in development. Funds came from government and NGO sources in Europe and the U.S.A., including the Women in Development division of the U.S. Agency for International Development (AID). An Exchange report, with summaries of the major views expressed at the workshops and a directory of the participants who registered will be published in early 1981.

Finally, there were a series of seminars and roundtables on women's studies, under the label "Women's Studies International". These were sponsored by several women's studies organizations, including the U.S. National Women's Studies Association, with the participation of resources and staff from the Social Science sector of UNESCO. In addition to a program of seminars and roundtables, Women's Studies International offered a resource center opened throughout the Forum with a display of books and periodicals from around the world. It also set up a Women's Studies International Registry to help women researchers keep in touch after the Forum.

There will be few reports on Forum activities. Although Forum organizers encouraged workshop leaders to write a summary on the major points raised during the discussions, very few did so. Regarding a final report, it was agreed at the outset that there would be none and that no individual or group could present a statement or recommendations in the name of the Forum. The organizers felt that it would be impossible to reach a consensus on such a report and that the exercise itself would be contrary to the main objective of the Forum: a free exchange of ideas and information.

Who Came and How Many. An amazing total of 8,022 people registered for the Forum—at least 2,000 more than the number of people who attended the Mexico NGO Tribune in 1975. In the final count, there were 245 participants from Africa, 836 from Asia and the Pacific; 147 from the Middle East; 2,097 from Europe (excluding Denmark); 3,347 from Denmark; 357 from Latin America, 41 from the Caribbean and 952 from North America.
Such broad representation was made possible because many governments made sure that their delegates to the official conference also attended the Forum and because NGOs made very effort to get funds for their members from all over the world. There was also a large effort made by international aid agencies to help women from developing countries attend the conference.

The Atmosphere: Action — Networking — Solidarity

When women met five years ago in Mexico city, the conference was called a global "consciousness raising". When they met in Copenhagen, the buzzword was "networking". This seems to indicate that the initial phase, which consisted of identifying and defining the problem, is now being superseded by a second phase which is generally more pragmatic and focuses on solutions. Women are now getting on the job, as reflected by the signs that greeted the participants at the Forum: "Don't talk, Act"—"Trabajar, Accion"—"Agissons". Women from all continents came to Copenhagen for two basic reasons: to get information from each other, i.e. technical information for projects, information on how to mobilize other women in their own countries, etc. and to establish links across cultures, classes and ideologies for a common cause.

This explains the eclectic nature of the Forum and the difficulty for observers to "see the forest beyond the multitude of individual trees", the 1,500 meetings and workshops, the posters, photographs, placards, leaflets, hand-scrawled signs in almost every language on all aspects of women's lives and work. If one wishes to share specific information, it can only be done in small specialized workshops. Similarly, if one seeks to establish professional contacts with persons from other countries, it is obvious that these will not be made at large plenary sessions.

The formal panel sessions were therefore not the most noteworthy feature of the Forum, and became less and less attended as the week wore on. This was due in part to the very inconvenient location of the plenary hall (some ten minutes away from the main university building), but also to the fact that most sessions became highly politicized and therefore considered a waste of time.

On the other hand, many participants felt the need to organize informal plenary sessions. Some, including prominent American feminists, wanted to formulate resolutions to take back to the official Conference. Others wanted to discuss organizational problems or raise issues which they felt were not being heard by all in the small workshops. However, by the second session of this ad hoc plenary session, the fragmentation around different issues was once again overwhelming. When a self-nominated committee read off a list of generalized statements suggested as "consensus" points to unite women, there were immediate amendments, objections and additions shouted out. Participants pointed out that it had been clearly stated at the outset that no documents could be accepted or presented on behalf of the Forum and in the end that decision was accepted. It was clear that any attempt to achieve consensus was considered to be not only futile but unnecessary and artificial as well. In the end, the Plenary Issues Committee collected all resolutions and recommendations from prsons or groups at the Forum and forwarded them to the official Conference as submitted, without any alterations.

Solidarity in Separateness. It would be a mistake to gloss over the sharp, often strident-sounding, political differences which surfaced during the Forum. It is fair to say, however, that these differences did not dominate the discussions, except on a few sensitive subjects. Women generally took note of them as part of the global political context in which they live, but one in which they have had little influence and are presently powerless to change.

The amount of negative feelings toward American foreign policy came as a shock to first-time American participants. Many were hurt by what they saw as hostility directed against themselves. Generally, however, women went beyond the expression of philosophical and political differences and called for solidarity with an understanding of the different perspectives and a respect for separate identities.

Solidarity is based on common problems faced by women regardless of the economic situation of their country. As the root cause of inequality of all women lies deep in the cultural consciousness of all societies, women will find common problems where attitudes, rather than economic factors, are the main obstacles. This is particularly clear when women try to secure a share of decision-making power by entering politics or climbing administrative and corporate ladders. Those at the top, regardless of the country, do not wish to share the power they hold.

Solidarity is also based on the mutual understanding of differences based on economic factors, which are vast. There is no point, for example, in talking feminism to a woman who has no water, no fuel and no food. There is no point either in attaching the "imperialist" label to women who do not share in the power of the powerful nations they live in.

Relations Between the Forum and the Official Conference

A major concern of Forum participants was the inaccessibility of Conference delegates, who, in the view of one Australian, "are 25 years behind and need help to catch up." Forum participants could theoretically make their views known through NGOs in consultative status with the UN. These, however, experienced severe frustrations when many were themselves unable to address the plenary at the UN Conference, due to lack of time and restricted translation facilities.

There were daily briefing sessions at the University Center, where the Forum was held, to inform participants of events at the Bella Center, site of the official conference. Members of the Forum planning committee briefed a group of delegates and journalists in the auditorium of the Bella Center. Some official delegations, notably the U.S. delegation, made every effort to hold briefings for all the American participants at the Forum and solicit their views on resolutions.

Surprisingly, the Forum gave little or no consideration to the very raison d'etre of the UN Conference: The Program of Action for the second half of the UN Decade for Women. There were no workshops or panels on the draft Program of Action, and no NGO or group of participants from the Forum submitted amendments to the Program, in sharp contrast with the hundreds of amendments submitted by the Tribune to the Mexico City Conference. Forum organizers did not encourage interest in the Program. Participants did not feel the need to fill this gap, even though it is the program of action which member states will, in one way or another, attempt to implement. Several explanations can be offered for this indifference.

The lack of interest in the work of governments and of the UN system points to a feeling of marginalization among women outside the system: women have so little influence in their own government and in the UN system that it is pointless to work for the adoption of a program of action when implementation is basically out of their hands.

More positively, there may be a feeling that progress will not be accomplished by thick documents voted upon in large politicized assemblies where the influence of other world problems overshadows the object of the conference. Forum participants were acting on a feeling that progress comes through a slower, more methodical and less dramatic process. At the University Center they attempted to help each other strengthen this process by exchanging information on their successes and failures.

Experience of the First Five Years -- Focus of the Last Five Years of the Decade

The pool of experience in women's projects is now far greater than it was five years ago. The pool of information is also much deeper. It tells us that women in 1980 are half of the world's population, one third of the official work force, performs two-thirds of the total work hours, receive one tenth of the world's income and one hundredth of world property. It also reveals that in the last five years the situation of women from the so-called "backward sectors" of the population of most countries has worsened, in particular with respect to employment and education.

Forum participants discussed this situation, focusing on solutions they had tried. They were anxious to share their experiences and learn from each other how to deal with governments and international agencies, how to secure funding for projects, how to mobilize the women they want to help, how to influence planning. Although it is impossible to summarize all the information that was exchanged during the ten days of the Forum, certain recurrent themes can be highlighted.

Women and Planning. Several women discussed the difficulties of integrating women's needs and perspectives into ongoing projects. Women's advocates, for example, often clash with the traditional approach of family planning programs which tend to treat women as objects of solutions and recipients of aid rather than active contributors to social change. In other cases, women's input is sought when plans have already been made and it is difficult to make other than cosmetic changes. As a result of such difficulties, it seems essential that women now concentrate on being heard at the planning stages, when they can influence the whole approach to women's development.

One of the most senior women officials in the United Nations, Head of the Department of Technical Cooperation and Development, even argued that the main concern of the Conference should be the lack of involvement of women in making development plans. Many echoed this view. In almost every country there is now a core of women who recognize the special needs of women, but they are rarely in a position to influence planners. This situation must be corrected if the needs of women are to be addressed seriously. It was therefore felt that women should demand and seek a role in the planning of economic strategies.

Regional Approach to Development. An important strategy to increase the participation of women in the decision-making process of economic development is to organize on a regional basis. The consensus was that regionalism as a strategy to seek solutions is often more relevant to local and to women's needs than internationalism and broader in scope than a national approach. Time and again, participants pointed to the reluctance of UN agencies to decentralize their decision-making and planning. This mode of operation by remote control is seen as particularly harmful to women who have less access to large centralized organizations. On the other hand, when regional or subregional offices are given increasing responsibilities for their areas, women's sections have been seen to grow very rapidly. Women and Development in the Caribbean (WAND) is one example of a successful regional effort involving government, NGOs and university. There are others in Africa and Asia, and all agreed that this trend should be encouraged.

Funding. The key to funding projects which will benefit women seems to be to think small. Aid projects have traditionally been too large and completely bypassed women. Several initiatives to provide small amounts of seed money for small-scale women's development projects have been most successful in remote rural areas where government services frequently do not penetrate and which are not reached by large-scale development schemes. Women from developing countries repeatedly asked for direct funding form NGOs or aid agencies to small women's organizations, bypassing the bureaucratic appartatus of local governments and large international agencies which are rarely concerned with their small projects. These women also felt that the bureaucratic reporting system which has traditionally made funding for small projects unworkable has to be circumvented and that it is up to the NGOs and governments themselves to do away with such obstacles.

Appropriate Technology. Another instance where small is better relates to the adaptation of technology to women's needs. "Politicians speak every day of helping women, but in the villages we still have the same hoe; we still carry the same unclean water long distances; and we're still blowing on the hearth fire." said a Senegalese participant. "We will never be developed if we have to wait for big machines we can't afford now. We have to use local technology, but it can't be static; we must improve it." Such technologies were discussed at a large number of workshops at the Forum. They can range from a better chicken plucker to fiber-reinforced roofing sheets—whatever low-cost, small-scale techniques using local skills and resources help to solve a community problem. Appropriate technologies can also be used as a strategy to increase opportunities for women, for example when micro-credit programs allow them to become entrepreneurs or when special techniques are developed so they can build their own homes. Such technologies are equally of interest to the developed countries as the energy crisis makes local, self-sufficient technologies such as solar-power look more attractive.

Rural Women. A special plea was heard from all continents to address the needs of rural women more systematically in the second half of the Decade. Since 80% of poor women in the world live in rural areas (Even in the United States, the greater majority fo adult poor are women and the poorest of these are rural women.) land issues should rank high among women's issues worldwide, most importantly the issue of access to both ownership and control of the land. Yet rural women have tended to be economically invisible, partly because their contribution to agriculture and rural development takes the form of unpaid family labor or self-employment. These women are still among the most forgotten in development plans, a reflection of the fact that NGOs and other agencies are controlled by people from the cities who have little understanding of the predicament of rural women and the root causes of poverty.

Wages for Household Work. If there was one issue which seemed to unite women from all countries, it was that of giving economic value to household work. Present statistics in the great majority of countries neglect to account for the work of millions of women. Even in countries where women produce most of the food, this work is not accounted for. In developed countries where women share in the growth of a couple's estate, the law quite often discounts the women's contribution, especially as reflected in inheritance taxes. The fact that women are invisible in much of the statistics hurt them at every stage of their life since planners do not take account of their needs in the elaboration of social programs and neglect to provide such services as medical care, continuing education or retirement benefits for homemakers. Forum participants therefore urged women to put pressure on their governments and on the United Nations to include women's household work in statistics and given such work its proper economic value.

International Networking. Women at the Forum often spoke of the responsibility they felt for transferring the knowledge and skills they had been fortunate to acquire to other women. As one Moroccan professional put it: "We formed an association of women professionals in Casablanca, whose objective is not self-promotion but to help other women less fortunate than we are. But in order to succeed, we ourselves need the help of our more fortunate sisters in developed countries." There is a growing realization that success comes when women take the initiative, mobilize communities, start their own businesses, seek public office—generally break out of their traditional roles and help one another. There are hundreds of examples of successful projects where women have helped themselves. There are also a few examples of cooperation across national borders.

The Women's World Banking is an international network of women in banking and finance who try to help their sisters in developing countries to get credit for their local community enterprises. The idea was born at the 1975 Mexico Conference, and the network is now coming into action. Incorporated in the Netherlands in May 1979, it seeks to redirect financial resources and technical services to women entrepreneurs who do not generally have access to financial institutions. Women's World Banking arranges technical and management help for enterprising women, as well as for enterprises which benefit women and their families. It guarantees loans from local banks and tries to get them to extend credit to women's enterprises. The Bank itself receives funds from several international aid agencies.

Another example of women-to-women help is found in a Canadian organization, Match, which is also a follow-up activity to Mexico City. This organization receives requests from women in developing countries for either seed money, technical assistance, materials and then attempts to match such requests through resources provided by Canadian women's NGOs. The Canadian government aid agency, CIDA, provides supplementary funding.

There are of course several women's organizations in the United States which devote themselves exclusively to women in development work--such as the Overseas Education Fund--or maintain divisions to keep their membership in touch with women of other countries, through exchanges, projects and information programs.

Conclusion

The Forum was undoubtedly a landmark in the history of the women's movement thoughout the world. Definitely less flamboyant than Mexico, it was more serious and more purposeful.

Where some observers saw chaos and lack of structure, women saw a more creative mode and flexibility to allow participants to derive maximum benefits from the meeting. Freed from the constraints of resolutions and formal statements, the participants concentrated on exchanging information and making contacts. Networking was the buzzword, be it a mere exchange of addresses or the forging of more permanent linkc between professional groups.

In the end, there were calls for solidarity among women, coupled with pleas for respect of separate identities. There was a greater appreciation for differences in priorities and a greater understanding of the real commonalities which link women across nations and permit them to transcend the present structure of international relationships. The greatest commonality, in the words of a delegate from New Zealand, is the "universal oppression and dependency of women" which stands in the way of progress for all.

OVERSEAS EDUCATION FUND SYMPOSIA PARTICIPANTS (A.I.D., Forum, and IAF-Funded)

APPROACHES FOR PROMOTING WOMEN'S PARTICIPATION

COLOMBIA		
Amparo Giraldo	Resources for Action	Program development and training; strengthening local organizations.
COSTA RICA		
Gilma Palacios	Executive Director Federation of Voluntary Organizations	Social Worker, Community Development Work.
HONDURAS		
Alba de Quesada	Federation of Honduran Women's Associations	Legal services for women.
TONGA		
Papiloa Foliaki	Chairperson, Maufanga Women's Development Committee and National Council for Women	Only female member of Parliament, owns a hotel, owns a bus company, chair of service community groups.
NICARAGUA		
Auxiliadora Sanchez	Asociacion de Mujeres Nicaraguenses	Legal services for women.

CHILD CARE

SRI LANKA	
Malsiri Dias	Executive Secretary of the International Year of the Child Secretariat for Sri Lanka
ZAMBIA	
Ruth Lukona	Acting Coordinator Zambia Pre-School Association

KOREA		
Nakyun Shin	Director of Kumsum Day Care Center, Seoul, Korea, Executive Director of Korean League of Women Voters	
DOMINICAN REPUBLIC		
Vivian Mota	Coordinator of Women's programs for Caribbean, Dominican Republic, Economic Commission for Latin America	
PERU		
Blanca Figueroa	Psychologist	Founder of Peru/Mujer (women's organization); research on educational needs of domestic servants.

ADDITIONAL A.I.D. FUNDED PARTICIPANTS

BANGLADESH		
Shama Moinuddin	Vice President & Founder National Women's Cooperative Society	Family planning; literacy; training in crafts & food processing.
NEPAL		
Dr. Rita Thapa	Chief Integrated Health Services Ministry of Health	Family planning; child and maternal health.
Lajja Karki	Project Director Women's Family Planning Project Nepal Women's Organization	Health educator.
INDIA		
Shanta Kumari	Indian Administrative Service Director of Women & Children's Welfare, Bangalore, Karantaka	
Sarla Chandra	Principal, YWCA New Delhi & Women's Training Technical Institute	Training in non-traditional fields.
INDONESIA		
Yo Tuapattinaya	Assist to Wife of the Governor of Molucca Province for the Planning & Implementation of the National Program of the GOI's Associate Minister for the Role of Women Board Member of the PERWARI (Women's Organization of the Republic of Indonesia)	
THAILAND (working in Indonesia)		
Ruchira Poland	Social Development Coordinator Save the Children, Indonesia	Medical doctor.

HONDURAS

Yolanda Pineda de Vargas	Honduran Federation of Women's Associations	Lawyer
Haydee de Martinez	Chief Department of Social Promotion Activities Technical Secretariat to the Superior Council for Economic Planning	

PHILIPPINES

Santanina Rasul	President Muslim BPW Association	Literacy and income generation projects; political scientist.

JORDAN

Butheina Jerdaneh	Director of Alia Institute Ministry of Education	
Nadia Sayegh	Chief of Foreign Relations Sector Ministry of Health	
Haifa Bashir	Leader of Women's Organizations	
Hind Abduljaber		

INTERNATIONAL ALLIANCE OF WOMEN (IAF)

BANGLADESH

Dr. Neelima Ibrahim	President Bangladesh Mahila Samity	Professor; Literacy & equality of educational opportunity.

SRI LANKA

Mahes Canidah	President of the Sri Lanka Women's Conference	Hospital administrator community development & non-traditional income-generating projects for girls

INDIA

Dr. Lakshmi Raghuramia	President of the All India Women's Conference	Farmer & free lance journalist, self-employment, child care & rural development

INDIA

Usha Bhowmik		

ASSOCIATED COUNTRY WOMEN OF THE WORLD

JAMAICA

Molly McGann	Administrative Secretary Commonwealth Caribbean Medical Research Council	Medical technologist.

INDIA

Rifath Hussain	Creche Program of Bharatiya Grameen Mahila Sangh, Andhra Pradesh State Branch	

EGYPT

Dr. Boussaina Farid	President Cairo Women's Club	Village development activities musicology; Dean-Post-graduate School of Music Education College

WORLD YWCA

INDONESIA

Imalia Komalo	Social Worker Indonesian Council of Churches	Work with Indochina refugees

PERU

Yolanda Loli	Curriculum Consultant for Latin America; YWCA Executive Committee Member	YWCA Voluntary youth leader.

JORDAN

Samia Khoury	National President of the YWCA of Jordan	Vocational training & university education for women

ST VINCENT

Claudette Cupid	Trained Nurse Health/Vocational Training for Young Women	Community Development Activities

WAND

ANTIGUA		
Alison Lewis	Consultant Pan American Health Organization	Health educator; family planning.
ST KITTS		
Anne Liburd	President National Council of Women of St. Kitts	Income-generating projects (food preservation & crafts)
BARBADOS		
Jocelyn Massiah	Deputy Director ISER University of the West Indies Cave Hill Campus	Sociologist
JAMAICA		
Sybil Frances	Social Welfare Training Center University of the West Indies	

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2nd INTERNATIONAL SEMINAR
COPENHAGEN - July 14-24, 1980

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National Council of Negro Women, Inc.

ASSISTANT COORDINATOR : Irene M. Petty, Director
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National Council of Negro Women, Inc.

FINANCIAL MANAGER : Ruth A. Sykes,
Special Assistant to the Executive Offices
National Council of Negro Women, Inc.

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Ghana

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Minister in Charge of the Permanence of CMSN
Mauritania

CHEIRKHNA, Nana Mint
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Central Bank of Mauritania
Mauritania

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Mali

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Ghana

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Ministry of Finance and Development Planning
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Nairobi Technical High School
Kenya

MWARUKU, Tatu
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Tanzania

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Rural Home Economics
Senegal

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Gambia Women's Federation
Gambia

NJIE, Adele
Founder and Advisor
Gambia Women's Organization
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Manager of Local Information Center
Member, Burundian Women's Union
Burundi

MOFOKENG, Vivian
President
Lesotho Housewives Association
Maseru, Lesotho

NANA, Awa
Judge
Justice Department
Lome, Togo

WARSAME, Maryan Farah
Member
Somali Women Democratic Organization
Somalia

WELE, Adama Cisse
Executive Secretary
Director of Finance for Presidency of Senegal
Senegal

WOMEN IN DEVELOPMENT PUBLICATIONS

The following list of 45 publications represents the most recent WID documents that are or have been distributed by the PPC/WID Resource Center. Some of these publications were originally commissioned by the missions, others were funded by PPC/WID or other A.I.D. bureaus or offices. A number of these were prepared especially as background papers to the Copenhagen Conference. Also included here are seven major women in development texts and bibliographies which PPC/WID considers fundamental resources to understanding women in development which are now available from commercial sources.

Assessing the Impact of Development Projects on Women, by Ruth Dixon (evaluations of women in development projects) 1980

Audio Cassette Listening Forum, by Joyce Stanley and A. Lundeen (report of a pilot women's participatory project in two Tanzanian villages) 1978

Bangladeshi Women, Profile of, by Susan Algamir (legal and social status of women in Bangladesh) 1977

Cameroon, Women and Economic Development in, by Judy Bryson (review of literature and annotated bibliography) 1977

Comparative Functionality of Formal and Non-Formal Education for Women, by Vivian Derryck (positive effect on development process of educating the female population) 1978

Credit for Rural Women: Some Facts and Lessons, by the International Center for Research on Women (guidelines for improving rural women's access to credit) 1979

Development Interventions and Differential Technology Impact Between Men and Women, by Kathleen Staudt (review of existing literature on appropriate technology and women, key issues for policy oriented researchers and development planners pointed out) 1979

Differential Impact: Women in Media-Based Instruction and the Curriculum Revision Process, by Vivian Derryck (differential impact on women brought by educational innovations) 1979

Ecuador, Situation de la Mujer en, (Spanish language report on status of women in Ecuador) 1980

Evaluating Small Grants for Women in Development, by Judith Helzner (ways for a donor to evaluate an investment in funding small grants for women in development) 1980

Ghana, Women in National Development in, by Jeanne North et al. (Ghanaian women as farmers, traders and roles of women in areas of health, education and national development; bibliography) 1975

Illustrative Statistics on Women in Selected Developing Countries, prepared by U.S. Department of Commerce, Bureau of Census under AID/WID contract (13 charts showing general overview of women's participation in selected developing countries) 1980

Integrating Women into National Economies: Programming Considerations with Special Reference to the Near East, by R. Van Dusen (review of AID activities and assessment of the participation of women in development activities) 1977

Images of Women in the Literature of Selected Developing Countries, by Kathleen McCaffrey (themes in literature and film in Ghana, Senegal, Haiti, and Jamaica as they relate to problems of integrating women in development) 1978

Jobs for Women in Rural Industry and Services, by Ruth Dixon (women are generally underrepresented in the paid labor forces; specific strategies for expanding non-agricultural employment for women) 1979

Morocco, An Evaluation of Non-Formal Education Program for Women in, by the International Center for Research on Women, 1979

Morocco, Non-Formal Education for Women in, by ICRW (advantages of non-formal education programs for women) 1979

Morocco, Women and their Professional Future: An Assessment of Training Needs and Training Programs, by the International Center for Research on Women (ways to promote women's employment in the public sector) 1979

Nepal, Status of Women in, prepared by Tibhuvan University (a five part study on the status and role of women) 1979

New Technologies for Food Chain Activities: The Imperative of Equity for Women, by Irene Tinker (half of agricultural labor in the less developed countries is provided by women) 1979

Programming for Women and Health, by Patricia Blair (reproductive, occupational, and personal health of women in less developed countries and health policy) 1980

Sex Roles in Food Production and Distribution in the Sahel, by Kate Cloud (a study of the division of labor by sex, and adverse consequences of development on women) 1977

Social and Economic Development in Upper Volta, Woman's Perspective, prepared by Societe Africaine d'Etudes et de Developpement (results of interviews with over 100 women and a seminar on changing social and economic situation of Voltaic women) 1978

Sri Lanka, Status of Women in, prepared by University of Colombo (major research survey on women in Sri Lanka and their economic, social and legal position) 1979

Status of Thai Women in Two Rural Areas, by the Overseas Education Fund (an analysis of field survey findings: community profile, socio-economic status of women, family size, legal status) 1977

A Study of Female Life in Mauritania, by Barbara Abeille (interviews with rural women and their socio-economic situation) 1979

Tanzania, An Appraisal of Rural Women in, by D. Reynolds (situation of women in Tanzania and implications for agricultural development planning) 1975

Thailand and Sri Lanka, Women's Organizations and Development: An Assessment of Capacities for Technical Assistance, by Lael Stegal, 1979

Tracing Sex Differentiation in Donor Agricultural Programs, by K. Staudt (agricultural policy affects groups in different ways; the farm population and agricultural input program) 1979

Tucson Conference on Women and Food, (background papers and proceedings of an AID/WID sponsored conference on the role of women in meeting basic food and water needs in developing countries) 1978

Women and Food: An Annotated Bibliography on Family Food Production, Preservation and Improved Nutrition, by Martha Lewis (an analysis of resource materials that might help women in small scale agriculture and family food production) 1980

Women in Development, Background Papers for the U.S. Delegation to the World Conference on Agrarian Reform and Rural Development, by E. Chaney, E. Simmons, and K. Staudt (prepared for the 1979 Food and Agricultural Organization Conference: Women's access to land, agricultural extension, and non-agricultural employment are limited and often undermined) 1979

Women in Development, Program Concerns in Francophone Sahel (report of an AID/WID workshop held in Upper Volta. Recommendations for action and improved programming) 1979

Women in Development: A Roster of Specialists, prepared by New Trans-Century Foundation (selected vitas of over 100 experienced technical assistants. This report is available only for Agency use.) 1979

Women in Development: A Selected Roster, by the International Center for Research on Women (22 names and resumes of experienced women in development specialists. For Agency use only) 1979

Women in Forestry, A Programming Guide, by Marilyn Hoskins (use of fuelwood by Third World Women and the need for development planners to include women in community forestry programs) 1979

Women in International Migration: Issues in Development Planning, by Elsa Chaney (problems and effects of migration on women; and women's important role in migration) 1980

Women in Migration: A Third World Focus, by the Internatinal Center for Research on Women (patterns, economic aspects, and policy implications of why women migrate) 1979

Women-Headed Households: The Ignored Factor in Development Planning, by the International Center for Research on Women (women who are de facto heads of household are a special group among the very poor in the developing countries; case study of female households in Caribbean) 1978

Women's Organizations in Development Planning, Various Perspectives on Using, by Marilyn Hoskins (expectations and needs of donors programming through women's organizations, and ways this method of programming can be strengthened) 1980

Women's Organizations: Resources for Development, by Katherine Piepmeier (women's organizations in the Third World can be an effective resource for development activities) 1980

Women's Work in the Third World, Determining Issues and Recommendations, by the International Center for Research on Women (a 5 part study on employment issues effecting women) 1980

Documents from Other Organizations:

Agripina: Domestic Service and Its Implications for Development, by Elsa Chaney (a study of poor women in the labor force in Peru, interviews and analysis of a traditional labor market) 1977

Appropriate Technology for African Women, by Marilyn Carr (done for the UN Economic Commission for Africa on labor saving technologies for women) 1978

APCWD Women's Resource Book, by the Asian and Pacific Center for Women and Development of the UN Economic and Social Commission for Asia and the Pacific (projects, organizations, and funding sources for women in development activities) 1979

Draft Declaration of Principles (from the Food and Agricultural Organization, World Conference on Agrarian Reform and Rural Development, 1979. Section on Integration of Women in Rural Development from the Programme of Action)

Funding Resource for Women in Development Projects, by Marilyn Richards (information on potential funding sources and types of women's projects funded by major donor groups) 1978

Integration of Women in Development: Why, When, How, by Ester Boserup (done for the UN Development Programme. Basic introductory booklet on principles of WID) 1975

Learning About Rural Women, edited by Sondra Zeidenstein for the Population Council (special issue of "Studies in Family Planning" series) 1979

The Nemow Case: Case Studies of Impact of Large Scale Development Projects on Women, A Series for Planners, by Ingrid Palmer for the Population Council, 1979

The NFE Exchange, by the Institute for International Studies in Education, Michigan State University (newsletter focusing on different issues in non-formal education, including impact on women)

Programme of Action for Second Half of the UN Decade for Women: Equality, Development and Peace, (adopted by the World Conference of the UN Decade for Women at Copenhagen) 1980

Recognizing the "Invisible" Woman in Development: The World Bank's Experience, by Gloria Scott (the problems of integrating women in development discussed by sector; ways to deal with those problems in projects) 1979

Resolutions and Decision Adopted by the World Conference of the UN Decade for Women: Equality, Development and Peace (48 specific resolutions adopted by the Copenhagen Conference) 1980

Small Scale Rural Food Processing Industry in Northern Nigeria, by Emmy Simmons (economic viability and self-employment activities of women involved in sale and processing of ready-to-eat foods) 1975

Simple Technologies for Rural Women in Bangladesh, by Elizabeth O'Kelly (UNICEF handbook showing basic tools and simple machinery suitable for use around the home, in post-harvest activities, and in gathering water) 1977

Study of Income Generating Activities for Farm Women, by Agrarian Research and Training Institute of Colombo (a five village survey on women's farming activities, household work, unemployment, and underemployment) 1978

Le Travail de la Femme (issue no. 27 of AGRIPROMO, a French language African publication of INADES, Ivory Coast, on village women's work) 1979

World Plan of Action, Decade for Women (adopted at the 1975 Mexico City International Women's Year Conference for the UN Decade for Women)

Women, Men and the Division of Labor, by Kathleen Newland, the Worldwatch Institute, 1980

Women's Role in Economic Development, by Ester Boserup (considered the classic book on women in development. A comprehensive analysis of women's participation in the labor force in Asia, Latin America and Africa under rural, urban, and transitional economic labor systems, 1974) Griffin Books, St. Martin's Press, Inc., 175 Fifth Ave., New York, New York 10010

Women and World Development Bibliography by Mayra Buvinic (first annotated bibliography of its kind, includes introductory analysis of women's status in 1976). Overseas Development Council, 1717 Massachusetts Avenue, N.W., Washington, D.C. 20036

Third World Women Speak Out, by Perdita Huston (interviews with village women in six developing countries on their basic needs, impact of development and change, health and birth control, 1979) Overseas Development Council, 1717 Massachusetts Avenue, N.W., Washington, D.C. 20036

Law and Status of Women: An International Symposium (concerned with law and status of women in 15 different countries.) William S. Hein & Co., Inc., 1285 Main St., Buffalo, New York 14209

Development as if Women Mattered: An Annotated Bibliography with a Third World Focus, by May Rihani. Overseas Development Council, 1717 Massachusetts Avenue, N.W., Washington, D. C. 20036

Women and World Development by Irene Tinker and Michele Bo Bramsen (12 essays by various noted WID experts, done in conjunction with IWY Conference, 1975). Overseas Development Council, 1717 Massachusetts Avenue, N.W., Washington, D. C. 20036

Sisterhood of Man, by Kathleen Newland (The impact of women's changing roles on social and economic life around the world.) W.W. Norton & Company, Inc., 500 Fifth Avenue, New York, New York 10036, Attn: Iva Ashner

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SUBJECT: WOMEN IN DEVELOPMENT

1. I WANT TO REAFFIRM AND REEMPHASIZE AID'S AND IDCA'S INTEREST IN WOMEN IN DEVELOPMENT. I ALSO WANT TO SOLICIT YOUR COMMENTS AND SUGGESTIONS ON WAYS IN WHICH WE MIGHT INCREASE ATTENTION TO THE ROLE OF LDC WOMEN IN THEIR COUNTRIES' DEVELOPMENT AND PARTICULARLY IN AID'S ONGOING AND PROPOSED PROGRAMS.

2. A RECENT REVIEW OF REPORTS FROM MISSIONS AND REGIONAL BUREAUS ON WOMEN IN DEVELOPMENT IN THEIR FY 1980 AND PROPOSED FY 1981 PROGRAMS, AS WELL AS CDSS'S AND OTHER PROGRAM DOCUMENTS, HAS REVEALED THAT (1) WE AS AN AGENCY NEED TO DO MORE TO INTEGRATE WOMEN'S NEEDS, CONCERNS, AND CONTRIBUTIONS INTO OUR PROGRAMS AND (2) WE NEED TO HAVE MORE INFORMATION HERE ABOUT THOSE ACTIVITIES THAT ARE IN FACT BEING CARRIED OUT. THIS CABLE DEALS WITH THE FORMER; A LATER CABLE WILL REQUEST INFORMATION ON ONGOING ACTIVITIES, IN A STANDARD FORMAT, TO ENABLE US TO RESPOND TO A CONGRESSIONAL REQUEST FOR A COMPREHENSIVE REPORT ON WOMEN IN DEVELOPMENT BY THE END OF THE CALENDAR YEAR.

3. WE ARE ALL AWARE THAT EFFORTS TO IMPROVE WOMEN'S OPPORTUNITIES ARE INTEGRAL TO GOOD DEVELOPMENT AND THAT WE CAN BEST PROMOTE DEVELOPMENT BY TAKING PRACTICAL STEPS TO INVOLVE BOTH MEN AND WOMEN MORE EFFECTIVELY. WE SHOULD

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WORK PARTICULARLY TO INVOLVE WOMEN AS FULL PARTICIPANTS AND CONTRIBUTORS IN THE DEVELOPMENT PROCESS, NOT JUST AS BENEFICIARIES, OR RECIPIENTS OF SERVICES.

4. MOREOVER, WE NEED TO PAY GREATER ATTENTION TO SECTION 104(D), WHICH CALLS UPON AID TO DESIGN DEVELOPMENT ASSISTANCE TO BUILD MOTIVATION FOR SMALLER FAMILIES BY MODIFYING SOCIAL AND ECONOMIC CONDITIONS THAT NOW ENCOURAGE LARGE FAMILIES. AN ESSENTIAL WAY TO MODIFY THOSE CONDITIONS IS TO IMPROVE WOMEN'S EDUCATIONAL AND EMPLOYMENT OPPORTUNITIES.

5. THERE ARE SEVERAL AREAS WHERE FURTHER ACTION MAY BE POSSIBLE, INCLUDING:

A. REVIEWING THE OVERALL COUNTRY SITUATION AND DEVISING DEVELOPMENT STRATEGIES THAT WILL BETTER INTEGRATE POOR LDC WOMEN INTO THE MISSION'S TOTAL PROGRAM.

B. ENCOURAGING OR ASSISTING LDC GOVERNMENTS TO INCORPORATE WOMEN'S NEEDS AND CONTRIBUTIONS INTO NATIONAL DEVELOPMENT POLICIES AND STRATEGIZS AS WELL AS INTO PROJECT DEVELOPMENT.

C. INCORPORATING SPECIFIC ATTENTION TO THE NEEDS AND CONTRIBUTIONS OF WOMEN--ESPECIALLY WOMEN'S EMPLOYMENT, PRODUCTION, AND INCOME--INTO THE DESIGN OF RURAL DEVELOPMENT AND OTHER NEW PROJECTS.

D. ADDING TO OR MODIFYING ONGOING PROJECTS TO BUILD IN GREATER ATTENTION TO THE ISSUES JUST CITED.

E. BUILDING CAPACITY TO ENHANCE THE SKILLS OF GROUPS OF POOR WOMEN SO THAT THEY CAN MORE EFFECTIVELY PARTICIPATE IN AND PROMOTE DEVELOPMENT IN THEIR LOCAL COMMUNITIES OR AT THE NATIONAL LEVEL--ESPECIALLY BY PROVIDING ASSISTANCE TO LOCAL WOMEN'S ORGANIZATIONS CARRYING OUT DEVELOPMENT PROJECTS AND BY INCREASING WOMEN'S PARTICIPATION IN TRAINING.

6. MANY CDSS'S CONTAIN GOOD DESCRIPTIONS OF THE SITUATION OF WOMEN, BUT FEW LINK THAT DESCRIPTION OR INFORMATION CLEARLY TO THE MISSION STRATEGY OR TO THE PROJECT PROFILE. WE SENSE THAT THE PROBLEM FOR MOST MISSIONS IS NOT THAT THEY LACK INTEREST IN OR COMMITMENT TO INVOLVING WOMEN IN DEVELOPMENT, BUT THAT THEY LACK STAFF WHO HAVE KNOWLEDGE ABOUT WHAT CAN ACTUALLY BE DONE. IT IS HERE THAT AID/W MAY BE ABLE TO HELP, FOR WE ARE ACCUMULATING EXPERIENCE AND TALENT THAT CAN GUIDE PROJECT AND PROGRAM DECISION-MAKING. WHERE TECHNICAL ADVICE AND ASSISTANCE IS NOT AVAILABLE THROUGH LOCAL (OR REGIONAL) INSTITUTIONS OR INDIVIDUALS, AID/W IS PREPARED TO RESPOND TO MISSION REQUESTS FOR TDY TECHNICAL ASSISTANCE FROM EXPERIENCED AID/W STAFF OR TO IDENTIFY OUTSIDE EXPERTS TO SPEND A FEW WEEKS IN COUNTRY TO HELP COME UP WITH PRACTICAL SUGGESTIONS AND LAY OUT SPECIFIC PLANS FOR FUTURE FOLLOW-UP. PPC/WID HAS LISTS OF KNOWLEDGEABLE CONSULTANTS ON WID CONCERNS. IN ADDITION, PPC/PDPR/HR, WORKING WITH PPC/WID, CAN SUGGEST INDIVIDUALS WHO CAN GIVE PARTICULAR ATTENTION TO ECONOMIC OPPORTUNITIES FOR WOMEN AND OTHER POTENTIAL WID EFFORTS LIKELY TO AFFECT FERTILITY.

7. MISSIONS ARE EXPECTED TO BEAR THE COST OF TECHNICAL ADVICE IN THIS AREA, AS IN OTHERS, AS PART OF THE NORMAL PLANNING, DESIGN, AND IMPLEMENTATION PROCESSES. BUT WE RECOGNIZE THAT FUNDING MAY SOMETIMES BE DIFFICULT FOR MISSIONS TO ARRANGE, PARTICULARLY FOR MODIFICATION OF ONGOING PROJECTS (ACTION D). AID/W IS PREPARED TO CONSIDER FUNDING SOME REQUESTS FOR TECHNICAL SUPPORT

FOR MODIFICATION OF ONGOING PROJECTS OR WHERE UNUSUAL CIRCUMSTANCES MAKE MISSION FUNDING IMPOSSIBLE.

8. I WOULD LIKE EACH MISSION BY JUNE 30:

(A) TO LET ME KNOW WHICH OF THE ACTIONS INDICATED ABOVE (PARA 5) OR OTHER ACTIONS YOU PLAN TO TAKE (ANY MISSIONS WHO PROPOSE TO TAKE NO FURTHER ACTION EITHER BECAUSE YOU BELIEVE YOU ARE ALREADY TAKING ALL APPROPRIATE ACTION OR BECAUSE OF CONSTRAINTS ASSOCIATED WITH YOUR PARTICULAR SITUATION SHOULD PROVIDE AN EXPLANATION OF THE CIRCUMSTANCES);

(B) TO LET ME KNOW ALSO OF ANY PROBLEMS YOU FORESEE AS YOU CONTEMPLATE THESE ACTIONS;

(C) TO INCLUDE A ROUGH SKETCH OF WHAT KINDS OF ACTIVITIES YOU ENVISAGE, E.G., RURAL DEVELOPMENT PROJECT TO PROVIDE WOMEN AS WELL AS MEN WITH INCREASED CREDIT, TECHNICAL ASSISTANCE, AND HELP WITH MARKETING AGRICULTURAL PRODUCTS);

(D) TO PROVIDE A BRIEF OUTLINE OF YOUR REQUIREMENTS FOR TECHNICAL OR OTHER SUPPORT IF YOU WILL BE REQUESTING AID/W TO HELP EITHER WITH LOCATION OF APPROPRIATE ADVISORS OR WITH FUNDING, SO THAT WE CAN GET A BETTER IDEA OF WHAT WE WILL NEED BY WAY OF RESPONSE CAPACITY; AND

(E) WHERE POSSIBLE TO PROVIDE EXAMPLES OF SUCCESSFUL WOMEN IN DEVELOPMENT EFFORTS THAT WE MIGHT USE TO ENCOURAGE AND INSPIRE OTHERS.

IF ANY MISSION FINDS JUNE 30 IS TOO TIGHT A DEADLINE FOR A THOUGHTFUL REPORT, PLEASE SEND AN INTERIM REPORT BY JUNE 30 AND LET US KNOW HOW LONG AN EXTENSION YOU NEED.

9. I PERSONALLY LOOK FORWARD TO REVIEWING YOUR RESPONSES, BECAUSE I BELIEVE WE MUST NOW MAKE A RENEWED EFFORT TO EVALUATE CRITICALLY HOW SERIOUSLY AND HOW EFFECTIVELY WE ARE RECOGNIZING AND TAKING FULL ADVANTAGE OF THE CONTRIBUTIONS THAT WOMEN CAN AND DO MAKE TO DEVELOPMENT, AND TO DEVISE WAYS OF IMPROVING OUR PERFORMANCE. WE HAVE MADE PROGRESS IN SOME AREAS, BUT I AM CONVINCED THAT MUCH MORE CAN BE AND MUST BE DONE.

10. AS YOU ARE AWARE, THE DEVELOPMENT ASSISTANCE BUDGET IS LIKELY TO BE LIMITED BECAUSE OF BUDGET CONSTRAINTS AND (LACK OF) CONGRESSIONAL ACTION. IN EXAMINING COMPETING PROGRAM REQUESTS FROM THE MISSIONS, AID/W WILL LOOK WITH PARTICULAR FAVOR ON REQUESTS THAT MAKE ESPECIALLY EFFECTIVE EFFORTS TO PROMOTE WOMEN'S PARTICIPATION.
GUATEMALA FOR USAID AND ROCAP
KARACHI FOR AAG AND IIS
NAIROBI FOR USAID AND REDSO/EA
PARIS FOR UNESCO AND USOECD
ROME ALSO FOR AID OFFICE FRIULI
MUSKIE